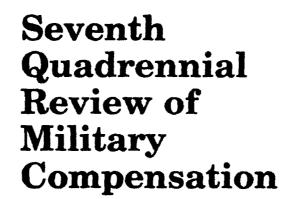
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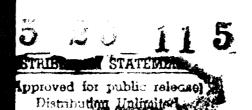
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Integration and Transition Major Topical Summary (MTS) 6

August 1992



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Brigadier General James W. McIntyre, USAF Executive Director, Seventh Quadrennial Review of Military Compensation (7th ORMC) 7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) 8. PERFORMING ORGANIZATION REPORT NUMBER The Seventh Quadrennial Review of Military Compensation The Pentagon, Room 3D820 Washington, DC 20301-4000 9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) 10. SPONSORING / MONITORING AGENCY REPORT NUMBER Office of the Assistant Secretary of Defense (Force Management and Personnel) The Pentagon, Room 3E764 Washington, DC 20301-4000 11. SUPPLEMENTARY NOTES 12a, DISTRIBUTION / AVAILABILITY STATEMENT 126 DISTRIBUTION CODE Available to the public. 13. ABSTRACT (Maximum 200 words) This MTS of the 7th QRMC combines the individual recommendations of the ORMC into an integrated whole and proposes options for moving to a revised pay and allowances system. The QRMC's proposals call for significant changes to individual pay elements but result in levels Regular Military Compensation (RMC) not much different over a career from today's career earnings. The differences lie in when, how much, and for what reason a member receives increases in pay throughout a career. Although transition could occur in stages over multiple years, the QRMC recommends a one-year transition to an improved pay and allowances system.

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Seventh Quadrennial Review of Military Compensation

INTEGRATION AND TRANSITION

7th QRMC Major Topical Summary (MTS) 6

August 1992

Integration and Transition Major Topical Summary (MTS) 6

A staff paper of the Seventh Quadrennial Review of Military Compensation August 1992

Office of the Assistant Secretary of Defense (Force Management and Personnel) The Pentagon, Room 3E764 Washington, DC 20301-4000

7TH QRMC STAFF ANALYSES

The full set of the 7th QRMC study documentation includes this report and the 7th QRMC Staff Analyses, which form a series of stand-alone reports. The reports in the Staff Analyses provide detailed facts and logic of interest to the small audience of staff specialists who may require a more complete understanding of the findings and recommendations in our official report.

There are two types of documents in the Staff Analyses: Major Topical Summaries (MTSs) and Global Subject Papers (GSPs). MTSs cover primary areas of investigation, such as basic pay and allowances, while GSPs cover either theoretical considerations, such as the principles of compensation, or special research subjects, such as foreign military compensation systems. All other QRMC staff documents are internal working papers that do not necessarily represent the official views of the QRMC. The Staff Analyses consist of the following documents:

MAJOR TOPICAL SUMMARIES (MTSs)

Compensation Structure MTS
Basic Pay
Allowances MTS
Special and Incentive Pays
Annual Pay Adjustment
Integration and Transition
GLOBAL SUBJECT PAPERS (GSPs)
Foreign Military Compensation Systems Review
The Target Force
Modeling, Logic, and Theory GSP
Tax Issues
Cost Analysis Methods
Principles of Military Compensation
Drawdown GSP (
Service Comments on the Draft Report

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CHAPTER 1—OVERVIEW

INTRODUCTION

The preceding Major Topic Summaries (MTSs) describe the 7th QRMC's findings and recommendations with respect to the various individual elements of military compensation. This MTS discusses in detail our proposals for combining the individual recommendations and options for moving to the revised set of pay and allowances. Thus, the reader may view the results of the QRMC study as an integrated plan. In fact, we made every attempt to ensure that the recommendations made sense from the standpoints of both the individual elements of compensation and the system as a whole. The goal was to develop a consistent and cohesive integrated plan to improve recruitment and retention of top-quality service members.

Of course, any change from the status quo, be it minor or major, will involve transition challenges. Furthermore, there are cost ramifications to consider. While we did not strictly constrain ourselves to no-cost solutions, we did look very hard at ways to take existing resources and better focus them—targeting the right people to be paid the right amount of money. Our analysis of transition options also emphasized the impacts on current service members.

The total cash paid to an individual service member currently varies based on five major factors: grade, time in service, dependency status, availability of government quarters, and location. Moreover, total pay can be affected by a number of special and incentive pays and individual allowances. To represent the pay of the average service member, we used Regular Military Compensation (RMC)—the standard and generally accepted measure for comparing military and civilian pay. RMC consists of basic pay, the basic allowance for subsistence (BAS), the average value of the total housing allowance, and the tax advantage associated with these allowances. Although any given service member's actual pay does not necessarily equal RMC, it is a fair representation of their average aggregate income.

Chapter 2 discusses the integration of the RMC component proposals in detail. Chapter 3 develops the transition alternatives.

RESULTS IN BRIEF

Integration

The QRMC's integrated plan is both cohesive and consistent. The revised pay and allowances will make sense to service members and will encourage productivity through increased emphasis on promotion. Table 1-1 shows the proposed pay table projected to 1994, if all of the QRMC recommendations are implemented in that year. It assumes the currently projected pay raises for both 1993 and 1994, and incorporates a "fixed" BAS, a housing allowance floor, and a restructured basic pay table. Note that all members would receive the same BAS and that the indicated total housing allowance is actually an average of the regional allowances. Housing allowances would have to be published by military housing areas, as the Variable Housing Allowance (VHA) tables are published today. We chose 1994 because it is the first year that the QRMC recommendations could be implemented. The proposals could just as well be implemented in any succeeding year.

The QRMC proposals call for significant changes to the individual pay elements but result in total levels of RMC that would not differ much over a career from today's career earnings. The difference lies in when, how much, and for what reason a member receives an increase in pay as he or she moves through a career. Figure 1-1 shows the components of the monthly RMC of a typical officer, for example, at any given year of service. The BAS, shown in black, is based on the cost of food. The housing allowance, shown in white, provides for at least a minimum level of adequate housing. Basic pay, by far the most significant component, consistently emphasizes promotion increases over longevity increases. Note that the pay line over the career is not smooth. Each of the large steps on the graph represent a distinct promotion point, O-2 through O-6.

Transition

Transition to an improved pay and allowances system can be accomplished in one year, or in stages over multiple years; a third possibility would be to treat most of the pay table cells in one year and only selected pay table cells over multiple years. The QRMC's intent was not to define an optimal detailed transition plan. Rather, our purpose was to demonstrate that it is possible to move to a restructured pay and allowances in a smooth, understandable manner that generally leaves service members unharmed in the process and makes sense from DoD management and financial perspectives. All changes would coincide with annual pay raises. We developed one-, two-, and three-year transition plans.

The one-year option would minimize the period of force disruption, but would potentially involve the greatest "save-pay" costs. The three-year transition plan would have

¹"Save-pay" refers to the criterion that no member's pay should decrease as result of pay table revisions. Each member would be paid the higher of his or her current pay or the level in the new pay table.

Table 1-1. Proposed Pay Table and Allowance Rates (Projected to 1994)

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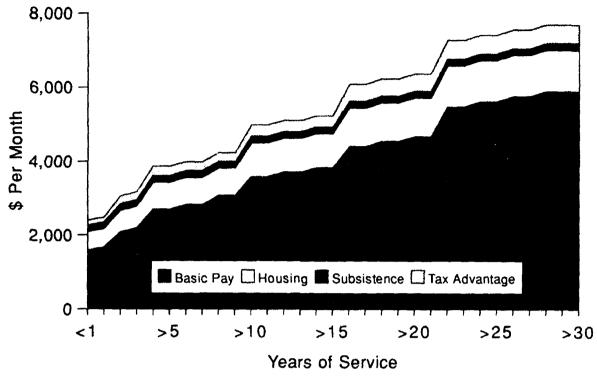


Figure 1-1. Components of a typical officer's monthly RMC(1994)

the least impact on any particular member and not require save pay. It would, however, prolong the transition and any associated disruptions.

Tables 1-2 and 1-3 show how the one- and three-year transitions would affect the pay cells of the majority of the members in the active duty force. The entries in each cell represent the percentage change from a projected current pay table in 1993 to a restructured table in 1994. The housing floor, not shown, would significantly increase the housing allowance for junior enlisted members. The BAS rate would increase or decrease by the amount shown from its projected 1993 levels. The outlined cells in Table 1-2 would require save-pay provisions or some special consideration of the relatively low pay raise that would otherwise occur. The same outlined cells in the three-year transition, shown in Table 1-3, would not require save pay but could still require special consideration.

The 7th QRMC recommends using a one-year transition to implement our near-term proposals.

Table 1-2. Officers' and Enlisted Members' 1994 Basic Pay Increase of 4.3 percent (One-Year Transition)-Shaded Cells Indicate Typical Career Path

2.10% 4.69% 5.14% 7.92% 4.72% 7.43% 1.56% 4.64% 11.89% 7.11% 4.63% 4.34% 3.51% 3.51% 3.51% 4.64% 11.89% 7.11% 4.63% 4.56% 4.56% 4.56% 5.19% 5.88% 6.75% 7.64% 5.25% 8.45% 1.75% 5.19% 5.88% 6.75% 7.64% 5.25% 8.45% 1.05% 5.99% 4.53% 4.43% 4.57% 5.90% 1.99% 7.25% 0.06% 3.33% 4.89% 4.89% 4.89% 4.89% 4.89%									Office									
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2.10% 3.40%	0-10																	4.15%
14.64% 11.89% 7.11% 7.92% 4.75% 7.43% 3.54% 3.51% 3.04% 3.51% 3.	6-0																2.10%	4.13%
14.64% 11.89% 5.14% 7.92% 4.75% 4.05% 1.66% 3.14% 7.92% 4.75% 4.75% 1.56% 3.14% 3.85% 2.49% 1.46% 3.14% 4.69% 5.14% 7.92% 4.75% 7.49% 1.56% 3.14% 3.85% 2.49% 1.46% 3.14% 4.96% 4.56% 4.66% 4.56% 4.66% 4.56% 4.66% 4.56% 4.66% 4.56	9-6																3.04%	5.16%
14.64% 11.89% 5.14% 5.19% 4.75% 4.	0-7														-1.01%	1.53%		6.60%
1.71% 6.77% 7.58% 6.74% 6.14% 6.29% 7.40% 6.14% 4.89% 7.11% 4.63% 4.34% 3.51%	9											4.69%	5.14%	7.92%	4.72%	7.43%	1.56%	4.05%
3.36% 9.63% 6.14% 6.89% -5.29% -1.107% 3.85% 2.49% 1.46% 6.14% 4.96% 4.56% 4.69% 4.8	0-5									14.64%	11.89%		4.63%	4.34%	3.51%	3.51%	3.51%	
3.36% 9.63% 6.14% 6.69% 7.269% 7.269% 2.49% 1.46% 8.58% 2.49% 1.46% 8.58% 9.63% 6.14% 6.59% 7.09% 7.21% 7.58% 8.58% 9.64% 7.09% 7.21% 7.59% 8.58% 9.64% 7.09% 7.21% 7.30% 8.58% 9.64% 7.09% 7.21% 7.30% 8.58% 9.64% 7.09% 7.21% 7.30% 9.63% 4.49% 4.89	0 4						10.01%	13.08%	9.65%	7.40%	6.14%	4.96%		4.56%				
1.71% 6.77% 7.58% 6.14% 6.89% 6.29% 7.59% 7.59% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.58% 6.77% 7.59% 6.14% 6.21% 5.99% 4.15% 5.94% 5.55% 6.54% 7.04% 4.27% 5.90% 1.99% 7.25% 7.09% 7.21% 7.50% 7.21% 7.50% 7.21% 7.50% 7.21% 7.50	0-3			3.49%		-0.92%		3.85%	2.49%	1.46%								
Enlisted	0-5	3.36%	9.63%	6.14%	.6.89%		-2.69%											
Enlisted	<u>6</u>	1.71%	6.77%	7.58%												BAS I	ncreases	\$46
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 5.19% 5.19% 5.19% 5.19% 6.75% 7.64% 5.25% 8.45% 1.75% 5.22% 5.79% 6.14% 6.21% 5.99% 4.53% 4.43% 4.57% 5.90% 1.99% 7.25% 0.06% 2.47% 8.58% 9.45% 7.59% 8.40									T Tolio	5								
2.47% 6.25% 6.54% 7.64% 5.25% 8.45% 1.75% 2.47% 8.55% 6.54% 7.04% 4.15% 5.04% 5.55% 6.54% 7.04% 4.21% 8.26% 1.05% 2.47% 8.52% 5.79% 6.04% 6.21% 5.99% 4.74% 3.62% 5.39% 4.74% 3.62% 3.89% 7.25% 0.06% 2.47% 8.58% 9.45% 7.59% 8.40% 8.40% 8.40% 4.89%		⊽	7	%	ď	¥	9^	۸ ش	<u>ځ</u>	>12	×14	×16	×18	>20	>25	>24	>26	>28
3.42% 4.15% 5.04% 5.55% 6.54% 7.04% 4.21% 8.26% 1.05% 1.05% 1.05% 2.22% 5.79% 6.04% 6.21% 5.99% 4.83% 4.89% 4.89% 4.89% 4.89% 4.89% 1.99% 7.25% 0.06% 1.30% 5.22% 6.77% 9.48% 9.48% 9.48% 1.05% 8.40% 9.23% 4.16%	е ,										5.19%	5.88%		7.64%	5.25%	8.45%	1.75%	4.66%
5.92% 6.14% 6.21% 5.99% 4.53% 4.43% 4.57% 5.90% 1.99% 7.25% 0.06% 5.22% 5.79% 6.04% 6.29% 6.32% 4.39% 4.89% 4.89% 4.89% 2.47% 8.58% 9.45% 9.64% 7.59% 8.40% 8.40% 8.40% 6.50% 0.23% 0.23% 0.23% 4.16% 4.16% 3.62% 4.59% 4.59% 4.89% 4.89% 4.89% 4.89% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40%	ф ф								3.42%	4.15%	5.04%	5.55%		7.04%		8.26%	1.05%	4.69%
2.47% 8.58% 5.79% 6.04% 6.29% 6.32% 4.39% 4.74% 3.62% 3.89% 2.47% 8.58% 9.48% 7.21% 7.30% 5.33% 4.89% 4.89% 4.89% -1.30% 5.22% 6.77% 9.48% 8.40% 8.40% 8.40% -6.50% 0.23% 0.23% 4.16% 3.62% 4.16% 3.62%	E-7							6.14%	6.21%	5.99%	4.53%	4.43%		2.90%	1.99%	7.25%	%90.0	4.74%
2.47% 8.58% 9.48% 7.09% 7.21% 7.30% 5.33% 4.89% 4.89% 4.89% 2.47% 8.58% 9.64% 7.59% 8.40% 8.40% 8.40% 8.40% -1.30% 5.22% 6.77% 9.48% 9.48% 8.40% 8.40% -6.50% 0.23% 0.23% 9.48% 9.48% 9.48% -4.16% -4.16% 8.40% 9.40% 9.40% 9.40%	E-6				5.22%			6.29%	6.32%	4.39%	4.74%			3.89%		_		
2.47% 8.58% 9.45% 9.64% 7.59% 8.40% 8.40% 8.40% -1.30% 5.22% 6.77% 9.48% 9.48% -6.50% 0.23% 0.23% -4.16% -4.16% 3.62%	E-5			7.63%				7.21%			4.89%	4.89%	4.89%	4.89%				
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4.16% 4.16% 3.62%	E-2	-6.50%	0.23%															
3.62%	щ Т	4.16%			-													
	E-1 <4	3.62%														BAS d	ecreases	\$14

Table 1-3. Officers' and Enlisted Members' 1994 Basic Pay Increase By 4.3 percent (Three-Year Transition)—Shaded Cells Indicate Typical Career Path

								Officer	9.								
485	⊽	7	2	ц	ž	9<	8	۰ ۲	>12	×14	>16	×18	>20	>22	>24	>26	>28
0-10																	4.25%
6-0																3.56%	4.24%
8-0															3.18%	3.88%	4.58%
0-7														2.53%	3.37%	4.22%	5.06%
9-0											4.42%	4.57%	5.50%	4.44%	5.34%	3,38%	4.22%
0-5									7.74%	6.82%	5.23%	4.40%	4.31%	4.04%	4.04%	4.04%	
9						6.20%	7.21%	6.07%	5.32%	4.90%	3.34%	4.38%	4.38%				
0-3			4.01%	4.38%	2.54%	2.49%	4.14%	3.68%	3.34%								
0-5	3.96%	890.9	4.89%	0.56%	1.08%	1.95%											
<u>6</u>	3.42%	5.09%	5.36%												BAS	BAS Increases \$20	\$20
								Enlisted	þe								
	⊽	7	>2	٧3	¥	94	8,	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
6- <u>1</u>										4.65%	4.88%	5.15%	5.44%	4.64%	5.70%	3.46%	4.44%
E-8								4.10%	4.31%	4.61%	4.76%	5.10%	5.23%	4.30%	5.64%	3.24%	4.45%
E-7						4.95%	5.01%	5.03%	4.94%	4.45%	4.40%	4.44%	4.86%	3.55%	5.30%	2.91%	4.46%
ب س				4.70%	4.90%	2.00%	5.08%	5.08%	4.41%	4.52%	4.13%	4.23%	4.23%				
E-5			5.44%		6.13%	2.36%	5.40%	5.42%	4.74%	4.60%	4.60%	4.60%	4.60%				
m 4	3.66%	5.72%			5.54%	5.80%	5.80%	5.80%									
E-3	2.43%	4.62%	5,18%	6.14%	6.14%												
E-2	0.72%	2.96%	2.96%														
ن	1.47%	1.47%															
E-1 <4	4.10%														BAS	BAS is unchanged	nged

CHAPTER 2—INTEGRATION

INTRODUCTION

This chapter discusses how the 7th QRMC would integrate the separate recommended components of RMC.¹ First, the recommendations for each component of RMC are briefly reviewed, then the effects of the changes on service members' RMC are examined. The rationale for the recommended changes to each of the RMC components may be found in the MTSs on Basic Pay and the Allowances.

RMC as a Comparative Measure

RMC is the standard measure for comparing military with civilian pay levels. It takes into account the value of in-kind housing and subsistence, an averaged locality housing adjustment, and the value of tax savings on tax-free allowances. Although at any time the actual level of pay for most service members will not equal their RMC, it is an appropriate representation of average aggregate income.

Methodology

In the analysis, the recommended (proposed) pay rates are compared to the existing (current) pay rates. Rates are projected in 1994 dollars, applying the full Employment Cost Index (ECI) to basic pay, basic allowance for quarters (BAQ), and BAS.²

Data are examined both in a *cell-by-cell* format (arrays of pay grade and longevity steps) and as *typical* career patterns. Separate career patterns are used for enlisted members, officers, prior-service officers, and warrant officers. Because of the many combinations using the cell-by-cell format, most of the analysis is presented using the career pattern format. Represented over a 30-year period, the *typical* career pattern for each of the four pay grade groups is defined based on the following assumptions:

¹Regular Military Compensation is the sum of basic pay, the basic allowances for housing and subsistence, and an average value for variable housing allowances, plus the tax advantage associated with the allowances.

²The military annual pay increase is currently linked to the General Schedule (GS) for federal employees, which is indexed at the full ECI. Beginning FY 1994, the GS pay raise will be indexed to ECI minus one half of 1.0 percent, with 0.5 percent funding their locality-based comparability payment. The QRMC recommends that the military pay raise continue to be indexed by the full ECI.

- Enlisted members. Promotions are based on projected Department of Defense (DoD) average timing, using weighted averages in the years when promotions occur. For example, promotion to E-4 is projected to occur at 2 years and 3 months of total service; therefore, the data for the typical career pattern for the second year of service consists of $\frac{3}{120}$ at the E-3 pay rate and $\frac{9}{120}$ at the E-4 pay rate.
- Officers. Promotions are based on established Defense Officer Personnel Management Act (DOPMA) guidelines.
- Prior-Service and Warrant Officers. A typical career pattern cannot be developed to fairly represent the large pay dispersion for these officers. They normally have prior time in service, thus entering the pay table in varying pay cells. Also, prior-service officers will move to the normal officer pay table once they reach O-4. The data for these officers are displayed as a weighted average of pay, or pay change, for all of the officers in each year of service.

Table 2-1 depicts the enlisted member promotion timing points as well as the DOPMA promotion guidelines for officers. Table 2-2 depicts the population distribution by years of service (YOS) within each of the pay grade groups. Table 2-3 depicts the population distribution by grade.³

Assumptions about dependency status, as it affects housing allowances, are based on average distributions of married and single DoD service members from FY 1991. Table 2-4 depicts these distributions. From these single and married data, with and without dependency statuses are derived to apply to housing allowances. A weighted average housing allowance is used in this analysis.

To project data to 1994 from the current 1992 pay tables, the following indexes were used. For basic

Table 2-1. Promotion timing phase points

Rank	Year/Month
O-6	22/0
O-5	16/0
O-4	10/0
O-3	4/0
O-2	2/0
O-1	0/0
E-9	21/0
E-8	17/8
E-7	14/1
E-6	9/0
E-5	4/9
E-4	2/3
E-3	0/8
E-2	0/4
E- <u>1</u>	0/0_

pay, BAQ, and BAS, projected military pay indexes (MPIs) of 3.7 percent and 4.3 percent were applied to 1993 and 1994, respectively. While monthly basic pay and BAQ rates were rounded to be evenly divisible by 30, monthly BAS was computed from a daily rate. Average

³Derived from FY 1990 end strength data provided by the Defense Manpower Data Center (DMDC) in response to a QRMC inquiry.

^{&#}x27;Marital distribution data were derived from Selected Military Compensation Tables: January 1991 Pay Rates, Department of Defense, Office of the Assistant Secretary of Defense, (Force Management and Personnel), Military Manpower and Personnel Policy (OASD (FM&P), MM&PP), Directorate of Compensation, p. A5; data as of 1 Jan 91.

Table 2-2. Population distribution in percentage by years of service for each pay grade category

8	22	6.9	16.4	6.3	37.3	27.4	3.0	0.0	0.1	0.0	0.001	0.0	0.0		0.0	97.4	2.6	0.0	0.0		92	5.6	9.0	0.0	0.0	0.0	0.0	0.0	00	ទ
8×	0.0	6.0	4.4	8.8	35	17.3	9.3	0.0	0.0	0.0	100.0	0.0	0.0	:	0.0	1.78	11.7	9.0	0.0	;	83	0.9	7.0	0.0	0.0	0.0	0.0	00	0.0	00
8%	0.0	90	3.4	2.0	88	12.9	8.7	0.0	0.0	0.0	0.00	0.0	0.0	•	0.0	81.8	15.3	2.8	0.0		8	8.7	0.8	0.5	0.0	0.0	0.0	00	0.1	8
ě	0.0	0.1	9.	7.2	63	16.9	6.6	9.0	9	2.	100.0	0.0	0.0	;	0	74.7	21.8	3.5	0.0		972	98.0	7	0.0	0.0	0.0	0.0	0.0	0.0	00
Ř	0.0	2	0.0	4 .	67.2	17.5	9.5	0.0	5	0.0	0.00	0.0	0.0	;	0.0	97.9	27.9	4.5	0.0		9 9	37.4	5.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0
××	0.0	0.0	0.1	1.7	28	200	9.5	0.0	0.0	0.0	000	0.0	0.0	;	0.0	58.5	38.1	6.5	0.0		603	8.8	24.7	0.0	0.0	0.0	0.0	0.0	0.0	8
¥	0.0	0.0	0.0	1.0	58.5	88.9	10.5	0.0	0.0	0.0	9.00	4.0	0.0	;	0	28	32.9	8.9	0.0		8	36.3	83	0.3	0.0	0.0	0.0	0.0	0.0	0.0
ž	0.0	0.0	5	0.5	53.2	35.6	10.9	0.1	0.0	0.0	8	6.0	0.0	:	00	46.6	89	13.6	0.0	;	83	88.9	28.	Ξ	0.0	0.0	0.0	0.0	0.0	0.0
×	0.0	0.0	0.0	0.0	36.7	50.0	13.2	1.0	0.0	0.0	90	1.0	0.0		0	4 0.3	9.7	17.0	0.1		18.3	34.8	40.2	9.9	0.0	0.0	0.0	0.0	0.0	00
Ϋ́	0.0	0.0	0.0	00	15.6	70.6	13.7	2	0.0	0.0	8 5	1.5	0.1		00	8.	8.8	16.9	0.2	,	5	8	4.9	10.7	2.0	0.0	0.0	0.0	0.0	0.0
8ž	0.0	0.0	0.0	0.0	1.7	13.	18.9	0.3	0.0	0.0	97.3	2.5	0.2	;	00	30.8	46.2	87	0.2	,	6	8	4	16.8	0.8	5	0.0	0.0	0.1	0.0
5,7	0.0	0.0	0.0	0.0	4.0	8 9	\$	1.7	0.0	0.0	96.2	3.8	0.0	,	0.0	16.0	8	38.0	0.8		30	8	45.6	56.9	3.8	0.3	0.0	0.0	0.0	8
× 8	0.0	0.0	0.0	0.0	3.9	95 95	37.8	1.3	0.0	0.0	8. 8.	6.3	0.8	;	00	12.6	1	4.7	9 .			17.2	46.8	30.0	4.2	0.2	0.0	0.0	0.0	0.0
Ę	0.0	0.0	0.0	0.0	3.3	48.0	46.9	1.7	0.0	0.0	90.5	7.9	2.0	:	0.0	1.7	35.9	3	3.0	,	0.5	1.3	46.5	85.88	5.6	0.3	0.0	0.0	0.0	0.0
ð. Š	0.0	0.0	0.0	9.0	2.7	28.6	9.99	1.0	0.1	0.0	86.5	6.6	3.6		0	5.2	83.8	61.9	7.1	,	0.5	6.7	43.2	41.5	8.0	0.3	0.0	0.0	63	0.0
^	0.0					16.4	7.67	2.5	0.0	0.0	83.2	12.2	4.6		0.0	2.6	24.7	67.6	90 Ch	,	Ö	Ţ	40.9	\$	10.0	0.3	0.0	0.0	0.7	8
<u>*</u>	0.0	0.0	0.0	0.0	1.7	7.2	¥	9.9	0.0	2	78.1	14.3	7.6	;	0.0	8.	18.4	66.7	13.2		0	1.6	8	8	15.2	0.5	2	0.0	0.1	8
ž.	0.0	0.0	0.0	0.0	6.0	6.0	81.2	11.8	0.0	0.1	69.3	20.0	10.8	:	0.0	1.5	17.2	59.7	21.6	,	0.0	9.0	23.7	22.7	23	0.5	0.0	0.0	0.1	0.0
×25	0.0	0.0	0.0	0.0	1.0	5.4	74.2	19.2	2	0.	86.7	21.1	12.2	;	00	1.2	15.0	35	88	,	0.0	0.2	15.1	8	31.4	Ξ	9	0.0	0.1	8
7	0.0					2.3	45.4	51.6	0.1	9	63.5	8.5	16.0	:	00	0.3	9	55.3	83.	,	00	0.0	7.9	47.8	5	1.9	0.7	0.0	0.5	9
š	0.0	0.0	0.0	00	0.2	6.	8	77.2	0.1	0.2	9.99	23.7	19.8	;	0.0	0.5	14.	49.8	35.3	:	0	00	0.4	40.5	52.0	3.2	0.1	0.0	0.2	9.
×	0.0	0.0	0.0	0.0	0.3	4	11.8	86.2	0.	0.5	51.4	28.0	20.6	,	0	0.0	9.2	51.2	36.5		0	0.0	1.6	31.5	50.9	6.7	0.2	0.0	0.2	0.0
7	0.0	0.0						-	9.0	0.3		38.8				0.0			38.7										0.3	
~	0.0		0.0					8	1.6	0.3		44.6			0		1.3	•	7.9				2.				0.5			0.0
íi 💮	0.0											35.3							47.2										4.0	ľ
×	0.0											11.0																	6.0	i
×	0.0									3.3		17.4				0.2			35.6								2.9			8
H	0.0										31.7							2											0.1	- 1
^	0.0								72.7			85.4				0.3			8.5										7	j
~	0.0								121			15.5				0.0			8.5										2.4	- 1
⊽	0.0	00	0.0	0.0	0.5	0.4	1.3	13.8	89	77.4		8.0		,	0.0	2.7	5.3	42.7	49.3										11.7	- 1
	950	õ	కి	ઠ	z	ဝ်	ð	ဒ	65	<u>ā</u>	9 %	95 55	P.fé		ç ¥	¥	₹	W-2	<u>∓</u>		2	89 149	E-7	9	E-5	ų.	83	5-2	宀	E-1<4

Table 2-3. Population distribution in percentage by grade

8	§	8.	833	16.9	3.9	Č.	 	0.0	00	0.0	0.0	0.0	00	 0.0	5.0	5	9.0	0.0	9.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9
Ŕ	0.0	6.7	10.4	14.7	3.6	0.5	0.2	0.0	0.0	0.0	5	0.0	0.0	0.0	8.4	* 0	0.0	0.0	2.7	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8
××	0.0	5.9	11.2	16.2	6.0	9.0	0.2	0.0	0.0	0.0	5	0.0	0.0	0.0	4 .8	0.5	2	0.0	6.3	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8
Ľχ	0.0	1.7	7.4	19.9	6.8	9.0	03	0.0	0.0	0.0	0.2	0.0	0.0	0.0	*	0.7	5	0.0	6.4	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8
8,	0.0	9.0	£.3	16.2	8.8	0.1	0.3	0.0	0.0	0.0	7	0.0	0.0	0.0	5.5	* :	1.0	0.0	9.6	0.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	00
Ŕ	0.0	0.0	9.0	6.7	10.2	1.5	4.0	0.0	0.0	00	0.7	0.0	0.0	0.0	6,4	17	2.0	0.0	5.	3.1	9	0.0	00	0.0	00	0.0	0.0	9
×24	0.0	0.0	0.3	6.3	14.1	3.0	0.7	0.0	0.0	0.0	5	0.0	0.0	0.0	8	2.7	7.0	0.0	4.0	3.	0.2	0.0	0.0	0.0	0.0	0.0	0.0	00
ž	0.0	0.0	0.5	=	14.2	7	9.0	0.0	0.0	0.0	<u>5.</u>	2.	0.0	0.0	7.3	3.7	0.7	0.0	11.0	4.8	45	1.0	0.0	0.0	0.0	0.0	0.0	0.0
ά×	0.0	0.0	0.0	0.2	11.3	6.7	-	0.0	0.0	0.0	3.3	0.2	0.0	0.0	6.6	6.2	5.	0.0	10.8	6.2	5.0	0.2	0.0	0.0	0.0	0.0	0.0	80
521	00	0.0	0.3	0.4	5.8	11.3	1.3	0.0	0.0	0.0	4	0.3	0.0	0.0	11.3	2.5	1,7	5	10.0	8.5	3.2	9.0	0.0	0.0	0.0	0.0	0.0	8
8×	0.0	00	0.3	0.0	3.2	13.0	5.0	0.0	0.0	0.0	4.7	0.5	0.1	0.0	10.8	9.6	2.8	0.	6.9	12.4	5.8	0.9	5	0.0	0.0	0.0	0.0	8
۶ 19	0.0	0.0	0.0	0.2	23	15.1	5.3	0.2	0.0	0.0	7.8	1.4	0.0	0.0	2	4.4	6.3	4.0	7.7	18.2	12.2	0.4	4.0	0.0	0.0	0.0	0.0	8
8 8 8	0.0	0.0	0.0	0.2	21	13.4	5.4	-0	00	0.0	7.9	2.4	9	00	6.5	13.5	7.6	8.0	0.4	15.2	12.5	5.0	9.0	00	0.0	0.0	0.0	8
۲۱×	0.0	0.0	0.0	0,2	4.8	10.9	6.5	2	0.0	0.0	8.3	3.3	Ξ	0.0	3.5	9.6	8.5	5.	1.6	12.0	13.2	9.9	7	0.0	0.0	0.0	0.0	8
914	0.0	0.0	0.0	0.0	7	7.	8.7	9	0.0	0.0	7.6	3.9	6.1	0.0	5.0	0.9	9.6	5.6	0.5	8.0	12.5	8.0	9.	0.0	0.0	0.0	0.0	8
>15	0.0	0.0	00	0.0	0.9	3.3	8.6	0.7	0.0	0.0	9.7	6.4	3.2	0.0	Ξ	6.4	7.6	97	0.1	3.9	10.2	4.0	2.5	0.0	0.0	0.0	0.0	00
¥.	0.0	0.0	0.0	0.0	6.0	1.6	11.5	0.5	0.0	0.0	0.6	7.4	5.2	0.0	0.7	4.5	9.8	5.	0.0	1.8	8.5	8.9	3.7	0.0	0.0	0.0	0.0	0.0
, 55	0.0	0.0	0.0	0.0	0.5	1.5	1.9	0.	0.0	0.0	60 	10.5	7.3	0.0	0.5	3.7	7.6	7.3	0.0	0.7	9.9	6	5.3	0.0	0.0	0.0	0.0	0.0
>12	0.0	0.0	0.0	0.2	9.0	7.	11.5	8 9.	00	0.0	6.8	9.7	7.3	0.0	ð	2.7	9.0	80	0.0	0.2	4	4.0	5.8	9.	0.0	0.0	0.7	80
ž	0.0	0.0	0.3	0.0	0.3	0.7	7.9	5.3	0.0	00	5.2	9.7	1.7	0.0	2	£.	4.5	7.5	0.0	2.	3.4	9.6	7.1	0.2	0.0	0.0	5.0	0.0
š	0.0	0.0	0.0	9	0.2	0.5	3.5	8.0	0.0	0.0	4	8.0	8.7	00	5	1.8	3.7	6.9	0.0	0.0	6.	8.8	1.	9	0.0	0.0	0.1	00
ά	0.0	0.0	0.0	0.0	0.2	ö	2.1	9.5	0.0	0.1	36	8.9	8.5	0.0	0.0	5.	3.4	7.0	0.0	0.0	9.0	7.0	9.3	1.7	0.0	0.0	0.1	99
ጃ	0.0	0.0	0.0	0.0	0.1	0.3	2.0	10.3	2	0.1	-	9.0	8.0	0.0	0.0	0.2	30	5.2	0.0	0.0	0.3	5.9	10.6	3.3	0.1	0.0	0.5	8
۲۷	0.0	0.0	0.0	0.0	5	0.2	2 .	12.3	9.0	9.	9.0	9.5	10.1	0.0	00	0.1	2.3	0.9	0.1	0.0	0.0	0.4	10.3	5.9	0.2	õ	0.4	8
*	0.0	0.0	0.3	0.0	0.1	0.2	9.	13.5	1.5	0.2	0.7	6.2	10.5	0.0	00	2	2.2	5.3	0.0	0.0	0.0	2,4	9.5	8.0	0.5	0.3	9.0	0.0
አ	0.0	0.0	0.0	0.0	9.	0.1	1.0	15.3	2.7	9.0	0.7	1.3	6	0.0	0.0	0.0	2.5	5.	0.0	0.1	0.0	=	9.3	11.2	1.3	3.2	1.3	8
×	0.0	0.0	0.0	0.0	0	0.7	0.5	10.8	15.3	1.8	9	0.1	3,00	0.0	0.0	0.0	3.2	4.	0.0	0.0	0.0	0.3	6.8	120	1.5	6.0	2	90
å	0.0	0.0	03	0.0	1.0	2	0.5	3.6	32.9	3.6	0	0.1	0.7	00	0.0	0.0	2.6	5.9	0.0	8	0.0	1.0	5.8	23.2	10.9	ę. 6	4	0.0
γ,	00	0.0	0.0	3	00	5	0.5	2.6	37.2	7.4	0.0	7	2	0.0	0.0	0.0	0.3	8.8	0.0	9	00	0.0	1.7	23.5	25.6	3.1		90
7	0.0	0.0	0.0	0.0	0.0	0.1	0.3	2.8	6.5	45.2	9	0.3	1.8	0.0	0.0	5	2	\$.	0.0	2.	0.0	0.0	0.0	9.3	1	33.2	12.4	8
⊽	0.0	0.8	0.5	0.2	0.3	0.2	9.	2.4	સ	40.8	00	0.3	4.5	0.0	5	0.1	0.4	1.2	0.0	0.0	0.0	0.0	0.2	1.1	15.3	61.0	74.1	ã
L	ŝ	රී	3	ઠ	z	જ	j	3	6	ઠે	8	925	O.E	¥-5	₹	€.	¥-2	*	3	£8	E-7	3	E.5	4	<u>8</u>	E-2	ú	ũ

Table 2-4. Dependency data from FY 1991

	%Single	%Married	M2	МЗ	M4	M5	M6+	Ave Fam Size	Married Size
O-10	2.4	97.7	45.7	34.2	7.5	4.7	5.6	2.83	2.88
O-9	0.8	99.2	45.8	28.3	18.4	4.2	2.5	2.87	2.88
O-8	1.6	98.4	37.5	27.6	22.0	8.1	3.2	3.07	3.11
0-7	2.5	97.5	22.6	26.2	31.4	12.5	4.9	3.44	3.50
O-6	4.6	95.4	14.0	19.9	38.2	16.4	6.8	3.68	3.81
O-5	7.4	92.6	11.1	16.7	39.9	17.4	7.5	3.71	3.93
0-4	13.2	86.8	14.3	17.4	34.0	14.9	6.3	3.42	3.79
O-3	27.5	72.5	23.2	17.7	20.6	7.9	3.1	2.67	3.31
O-2	51.8	48.2	28.2	10.4	6.7	2.2	0.7	1.81	2.69
0-1	69.3	30.7	20.3	5.1	3.6	1.3	0.4	1.48	2.57
O-3E	27.5	72.5	23.2	17.7	്0.6	7.9	3.1	2.67	3.31
O-2E	51.8	48.2	28.2	10.4	6.7	2.2	0.7	1.81	2.69
O-1E	69.3	30.7	20.3	5,1	3.6	1.3	0.4	1.48	2.57
W-5	2.8	97.2	12.7	22.7	36.0	17.5	8.3	3.78	3.86
W-4	2.8	97.2	12.7	22.7	36.0	17.5	8.3	3.78	3.86
W-3	4.8	95.2	10.5	19.2	38.3	18.3	9.0	3.82	3.96
W-2	9.2	90.8	13.8	19.2	34.1	16.5	7.2	3.57	3.83
W-1	24.1	75.9	19.0	19.4	24.5	9.5	3.6	2.87	3.47
E-9	3.7	96.3	14.3	23.3	34.1	16.6	8.0	3.70	3.80
E-8	4.5	95.5	10.4	19.7	36.4	19.1	9.9	3.85	3.98
E-7	7.3	92.7	11.9	19.4	34.0	18.3	9.1	3.71	3.93
E-6	12.9	87.1	16.5	21.5	29.1	13.8	6.3	3.33	3.68
E-5	26.3	73.7	22.9	21.7	19.5	7.1	2.5	2.66	3.25
E-4	52.7	47.3	23.3	14.3	7.3	1.8	0.5	1.84	2.77
E-3	73.8	26.2	16.6	7.2	2.1	0.3	0.1	1.39	2.48
E-2	83.9	16.1	10.2	4.5	1.3	0.2	0.0	1.24	2.47
E-1	83.9	16.1	8.7	5.1	1.9	0.3	0.1	1.26	2.63
E-1 <4	83.9	16.1	8.7	5.1	1.9	0.3	0.1	1.26	2.63

VHA rates and the United States Department of Agriculture (USDA) food cost rates were projected using Consumer Price Index (CPI) values of 3.7 percent, 3.8 percent, and 3.6 percent, for 1992, 1993, and 1994, respectively.

The definition of RMC assumes a cash equivalent value for in-kind subsistence and housing. RMC equates the value of subsistence in kind to BAS, and the value of quarters in kind to BAQ plus average VHA.

COMPONENTS OF RMC

Housing

Projections of current BAQ and average VHA rates are detailed in Table 2-5 and Figure 2-1. The QRMC's recommended change, for the purpose of this analysis, affects only the minimum level of housing allowances (establishment of a housing floor).⁵ As can be seen in Figure 2-1, the increases primarily affect the lower ranks of each group; higher ranks experience little or no change. As stated earlier, the value of government housing for RMC computation was set equal to the total housing allowance.

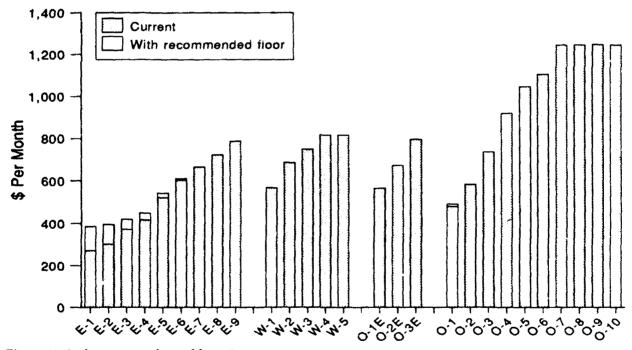


Figure 2-1. Average value of housing

See the 7th QRMC "Allowances" Major Topic Summary, Chapter 4 (Housing Allowances) for a complete discussion of housing allowance recommendations.

Table 2-5. Projected housing rates for 1994

	Wi	th-dependent ra	tes	Wit	lhout-dependent	rates
	BAQ	VHA	FLOOR	BAQ	VHA	FLOOR
O-10	917.40	333.78	0.00	745.50	284.67	0.00
O-9	917.40	333.78	0.00	745.50	284.67	0.00
O-8	917.40	333.78	0.00	745.50	284.67	0.00
0-7	917.40	333.78	0.00	745.50	284.67	0.00
0-6	826.50	288.35	0.00	684.00	242.28	0.00
O-5	796.20	265.21	0.00	658.80	225.62	0.00
O-4	702.00	233.19	0.00	610.50	211.13	0.00
0-3	581.10	189.06	0.00	489.30	163.97	0.00
O-2	496.20	159.43	0.30	387.90	126.98	1.19
O-1	443.40	142.99	3.29	326.70	105.13	14.29
O-3E	624.30	204.85	0.00	528.30	180.63	0.00
O-2E	563.10	189.06	0.00	449.10	151.42	0.00
O-1E	520.50	168.08	0.00	386.10	123.95	0.97
W-5	621.00	197.71	0.00	550.80	191.01	0.00
W-4	621.00	197.71	0.00	550.80	191.01	0.00
W-3	569.40	186.68	0.00	462.90	155.97	0.00
W-2	523.80	177.60	0.03	410.70	140.82	0.07
W-1	453.00	149.48	0.35	344.10	112.92	3.44
E-9	596.10	197.93	0.00	452.40	155.53	0.09
E-8	549.60	182.14	0.37	415.50	144.72	1.29
E-7	510.30	168.94	0.81	354.60	122.44	18.85
E-6	471.90	157.05	2.44	321.00	110.97	40.60
E-5	423.90	140.61	10.43	296.10	101.45	55.09
E-4	369.00	125.68	32.09	257.40	88.91	33.93
E-3	343.20	116.16	50.36	252.90	86.96	46.47
E-2	326.70	110.54	67.44	205.50	69.65	98.55
E-1	326.70	101.67	71.23	182.70	56.89	121.81
E-1 <4	326.70	101.67	71.23	182.70	56.89	121.81

Subsistence

The integration of our BAS recommendations will affect both the BAS rate and the basic pay levels. The QRMC recommends setting BAS equal to USDA food costs. Thus, enlisted BAS must be reduced from current levels and officer BAS increased. To preserve current compensation levels, the reduction in BAS for enlisted members should be transferred to basic pay along with the computed reduction in tax advantage, and the increase in officers' BAS should be offset with a reduction in basic pay. However, a dollar-for-dollar exchange between BAS and basic pay would result in an inappropriate change to a member's future retirement pay and an unwarranted increase in pay for members who receive subsistence in kind. Thus, discounted trade-offs should be made between current cash and deferred retirements where necessary.⁶

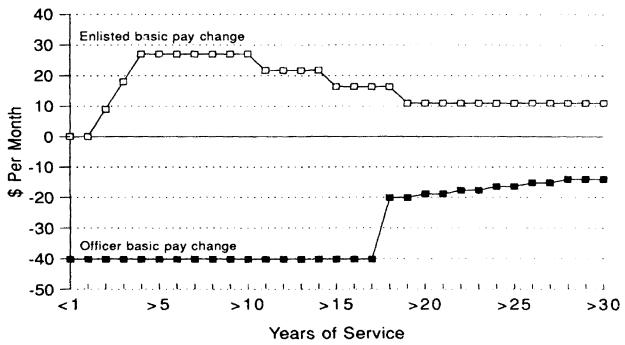


Figure 2-2. Changes to basic pay resulting from the BAS recommendations

The projected USDA food cost in 1994 is \$185.60 per month; whereas BAS projections at current rates are \$207.9\(^2\) for enlisted members and \$145.39 for officers. Because the proposed BAS rate will equal the USDA food cost, enlisted BAS will be reduced by \$22.33 per month, and officer BAS will increase by \$40.21. Table 2-6 and Figure 2-2 depict these rates and the actual amounts applied to or taken from basic pay. In the RMC computations, the value of subsistence in kind is set equal to the BAS rate.

⁶See the 7th QRMC "Allowances" MTS, Chapter 3 (Basic Allowance for Subsistence) for a complete discussion of the BAS recommendations.

Table 2-6. Factors and amounts used to adjust the BAS rate (BP=Basic Pay)

Officers							\$40.21	- Change	OAC		
Years of Service	<1	>1	>2	>3	>4	>5	≱40.21 >6	= Change	- 24d III :	>9	
		_	-							-	
BAS application factor	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Amount required from BP	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	
Years of Service	>10	>11	>12	>13	>14	>15	>16	>17	>18	>19	
BAS application factor	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.50	0.50	
Amount required from BP	\$40.21	\$40,21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$40.21	\$20.11	\$20.11	
Years of Service	>20	>21	>22	>23	>24	>25	>26	>27	>28	>29	>30
BAS application factor	0.47	0.47	0.44	0.44	0.41	0.41	0.38	0.38	0.35	0.35	0.35
Amount required from BP	\$18.90	\$18.90	\$17.69	\$17.69	\$16.49	\$16.49	\$15.28	\$15.28	\$14.07	\$14.07	\$14.07
Enlisted Members							(\$22.33)	- Change	in BAS		
Years of Service	<1	>1	>2	>3	>4	>5	>6	>7	>8	>9	
BAS application factor	0.00	0.00	0.33	0.67	1.00	1.00	1.00	1.00	1,00	1.00	
Federal tax rate	17.0%	17.2%	17.3%	17.4%	17.4%	17.4%	17.4%	17.4%	17.5%	17.5%	
Amount added to BP	\$0.00	\$0.00	\$9.01	\$18.01	\$27.02	\$27.02	\$27.03	\$27.03	\$27.05	\$27.05	
Years of Service	>10	>11	>12	>13	>14	>15	>16	>17	>18	>19	
BAS application factor	1.00	0.80	0.80	0.80	0.80	0.60	0.60	0.60	0.60	0.40	
Federal tax rate	17.6%	17.6%	17.8%	17.8%	17.9%	17.9%	18.2%	18.2%	18.3%	18.3%	
Amount added to BP	\$27.10	\$21.68	\$21.73	\$21.73	\$21.77	\$16.33	\$16.39	\$16.39	\$16.39	\$10.93	
Years of Service	>20	>21	>22	>23	>24	>25	>26	>27	>28	>29	>30
BAS application factor	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Federal tax rate	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%	18.7%	18.7%	18.7%	18.7%	18.7%
Amount added to BP	\$10.97	\$10.97	\$10,98	\$10.98	\$10.98	\$10.98	\$10.99	\$10.99	\$10.99	\$10.99	\$10.99

Basic Pay

The QRMC's recommendations on basic pay, the major change to RMC, are based on reestablishing a proper balance between promotion and longevity. Tables 2-7 through 2-9 show the cell-by-cell basic pay changes by comparing the projected 1994 current and proposed pay tables. The shaded portions on the enlisted and officer tables represent typical career progressions. Figures 2-3 and 2-4 display the points along these shaded lines. Progression lines on Table 2-9 for prior-service and warrant officers are not shown because of the large variance in their grade and longevity combinations. Instead, the lines on Figures 2-5 and 2-6 represent the weighted average of changes in basic pay for these groups. Note that these tables and figures do not incorporate the impact of the BAS recommendations.

The sharp swings depicting the basic pay table changes, although appearing dramatic, actually smooth the pay over service members' careers. This smoothed pay progression is depicted in later figures examining the resulting levels of RMC.

⁷See the 7th QRMC "Basic Pay" MTS for a complete discussion of recommended changes.

Table 2-7. Enlisted members' current and recommended basic pay table comparison (BAS recommendations not included)

	1994 Cur	rent Pay	Table		1994 Current Pay Table													
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 2548 2050 2664 2775 2776 2430 2490 2490 2490 2490 2490 2490 2490 249		٧	7	%	প্ন	7	ኇ	%	5 10	>12	>14	>16	>18	>20	>22	>24	×26	>28
1, 10, 0, 0, 0, 0, 0, 0, 0, 0, 0, 0, 0, 0, 0	E-9	0	0	0	0	0	0	0	2548	2605	2664	27.26	2786	2840	2890	2890	3280	3280
1482 1482 1599 1457 1594 1994 1963 2062 2110 2168 2197 2344 3244 1284 1394 1457 1518	E 48	0	0	0	0	0	0	2137	2198	2256	2314	23.75	2430	2490	2636	2636	2930	2930
11283 1289 1289 1457 1519 1576 1683 1683 1700 1895 1895 1894 1925 1925	E-7	1492	1492	1610	1670	1729	1787	1844	1904	1963	202	2110	2168	2197	2344	2344	2636	5636
11.25 11.25 11.25 11.25 11.24 11.43 11.43 11.43 11.43 11.43 11.43 11.43 11.43 11.43 11.43 11.24 11.25 11.2	φ ü	1283	1283	1399	1457	1519	1576	1633	1693	1780	1836	1895	1924	1924	1924	1924	1924	1924
1050 1050 1109 1175 1265 1316 1318	E-5	1126	1126	1226	1286	1341	1430	1488	1547	1604	1633	1633	1633	1633	1633	1633	1633	1633
980 980 1044 1066 1129 11	E-4	1050	1050	1 8	1175	1265	1316	1316	1316	1316	1316	1316	1316	1316	1316	1316	1316	1316
963 963 <td>E.3</td> <td>8</td> <td>9</td> <td>1044</td> <td>1086</td> <td>128</td> <td>128</td> <td>123</td> <td>133</td> <td>133</td> <td>1129</td> <td>133</td> <td>139</td> <td>123</td> <td>1128</td> <td>123</td> <td>128</td> <td>1129</td>	E. 3	8	9	1044	1086	128	128	123	133	133	1129	133	139	123	1128	123	128	1129
850 850 850 850 850 850 850 850 850 850	E-2	863	963	953	953	953	953	953	953	953	953	953	953	953	953	953	953	953
44 Proposed Pay Table 4 Proposed Pay Table 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	i.	820	820	820	820	820	820	850	820	850	820	820	850	820	820	850	820	850
4 Pay Table 4		786	786	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >16 >16 >10 0	1994 Proj	posed Pa	y Table															
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0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	6-3	0	0	0	0	0	0	0	2495	2580	2665	2750	2835	2921	9008	208	3189	3280
1480 1542 1603 1665 1726 1738 1850 1911 1973 2035 2096 2158 2281 2399 1267 1329 1390 1452 1514 1575 1637 1698 1760 1822 1866 1900 1900 1900 1900 1900 1340 1134 1526 1340	89	0	0	0	0	0	0	2074	2152	2231	2309	2387	2466	2544	2623	2725	2827	888
1267 1329 1390 1452 1514 1575 1637 1696 1760 1822 1866 1900 1900 1900 1900 1900 1900 1934 1133 1194 1256 1218 1379 1441 1502 1564 1596 1620 1340	E-7	1480	1542	1603	1665	1726	1788	1850	1911	1973	2035	96 02	2158	2219	2281	2399	2518	5636
1133 1194 1256 1318 1378 1441 1502 1564 1598 1620 1620 1620 1620 1620 1620 1620 1032 1034 1155 1217 1278 1340 1340 1340 1340 1340 1340 1340 1340	Eφ	1267	1329	1390	1452	1514	1575	1637	1698	1760	1822	1866	1900	1900	1900	0061	1900	1900
1032 1094 1155 1217 1278 1340 1340 1340 1340 1340 1340 1340 1340	r S	133	1	1256	1318	1379	1441	1502	1564	1598	1620	1620	1620	1620	1620	1620	1620	1620
937 998 1060 1122 1122 1122 1122 1122 1122 1122	<u>т</u>	1032	1094	1156	1217	1278	1340	1340	1340	1340	1340	1340	1340	1340	1340	1340	1340	1340
4 Pay Table: cell-by-cell comparison 5 Pay Table: cell-by-cell-	င္မ	937	86	5	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122	1122	112
4 Pay Table cell-by-cell comparison 5 So	F-2	85 44	915	915	915	915	915	915	915	915	915	915	915	915	915	915	915	915
4 Pay Table: cell-by-cell comparison 4 Pay Table: cell-by-cell comparison 4 Pay Table: cell-by-cell comparison <1	<u></u>	18 2	781	781	78.	781	781	781	781	781	781	781	781	781	781	781	191	781
NIA NIA NIA NIA NIA NIA NIA S3.27 -25.13 0.90 24.84 49.08 80.21 16.25 107.76 NIA NIA NIA NIA NIA NIA S3.17 -45.65 -25.14 -5.22 11.99 35.81 54.52 -13.16 89.07 11.58 50.03 -7.15 -4.94 -2.13 0.68 5.59 7.80 10.01 -17.17 -13.76 -10.65 22.76 -62.93 55.37 16.22 45.39 -8.49 -5.08 -5.57 -0.96 4.25 5.56 -20.13 -14.01 -28.61 -23.80 -23.80 -23.80 6.56 68.17 30.18 31.79 37.90 11.31 14.73 17.24 -5.86 -12.55 -12.55 -12.55 -12.55 -12.55 18.36 43.25 45.76 42.27 12.98 24.50 24.50 24.50 24.50 24.50 24.50 24.50 -52.98 8.63 15.94 35.85 -7.05	1994 Pav	Table: 04	3 -pv-ce c	companisor	_													
NIA	`	,	, ,			•	•											
N/A N/A N/A N/A N/A N/A N/A -53.27 -25.13 0.90 24.84 49.08 80.21 16.25 107.76 N/A N/A N/A N/A N/A N/A N/A -63.17 -45.65 -25.14 -5.22 11.99 35.81 54.52 -13.16 89.07 -11.58 50.03 -7.15 -4.94 -2.13 0.68 5.59 7.80 10.01 -17.17 -13.76 -10.65 22.76 -62.93 55.37 -16.22 45.39 -8.49 -5.08 -5.57 -0.96 4.25 5.56 -20.13 -14.01 -28.61 -23.80 -23.80 -23.80 -23.80 6.56 68.17 30.18 31.79 37.90 11.31 14.73 17.24 -5.86 -12.55 -1	(⊽ }	7	χ :	χ ;	7	8	જ :) ^	>12	4	× 16	∞	×20	>55	>24	×26	×28
N/A N/A N/A N/A N/A N/A N/A -63.17 -45.65 -25.14 -5.22 11.99 35.81 54.52 -13.16 89.07 - 11.58 50.03 -7.15 -4.94 -2.13 0.68 5.59 7.80 10.01 -17.17 -13.76 -10.65 22.76 -62.93 55.37 - 16.22 45.39 -8.49 -5.08 -5.57 -0.96 4.25 5.56 -20.13 -14.01 -28.61 -23.80 -23.80 -23.80 -23.80 - 6.56 68.17 30.18 31.79 37.90 11.31 14.73 17.24 -5.86 -12.55	ווי פֿ	X	∢	X	Y /2	∢ Ż	4 /2	K/N	-53.27	-25.13	06.0	24.84	49.08	80.24	16.25	107.76	-91.42	0 0
-11.58 50.03 -7.15 -4.94 -2.13 0.68 5.59 7.80 10.01 -17.17 -13.76 -10.65 22.76 -62.93 55.37 -16.22 45.39 -8.49 -5.08 -5.57 -0.96 4.25 5.56 -20.13 -14.01 -28.61 -23.80 -23		N/A	X. X	X X	X X	ΑX	K/A	63.17	-45.65	-25.14	-5.22	11.99	35.81	54.52	-13.16	89.07	-102.39	0 16
-16.22 45.39 -8.49 -5.08 -5.57 -0.96 4.25 5.56 -20.13 -14.01 -28.61 -23.80 -23.80 -23.80 -23.80 -23.80 -16.22 6.56 68 17 30.18 31.79 37.90 11.31 14.73 17.24 -5.86 -12.55		-11.58	50.03	-7.15	4 8	-2.13	0.68	5.59	7.80	10.01	-17.17	-13.76	-10.65	22.76	-62.93	55.37	-118.23	0.07
6.56 68 17 30.18 31.79 37.90 11.31 14.73 17.24 -5.86 -12.55 -12.5		-16.22	45.39	.49 -6.49	8 8	-5.57	96 Q	4. K	5.56	20.13	-14.01	-28 61	-23.80	-23.80	-23.80	-23.80	-23.80	-23.80
-18 36 43.25 45.76 42.27 12.98 24.50 24.50 24.50 24.50 24.50 24.50 24.50 24.50 24.50 24.50 24.50 24.50 24.50 -1.836 43.25 45.76 -1.05 -1.0		9.26	68 17	30.18	31,79	37.90	11.31	14.73	17.24	-5.86	-12.55	-12.55	-12.55	-12.55	-12.55	-12.55	-12.55	-12.55
-52.98 8.63 15.94 35.85 -7.05		-18.36	43.25	45.76	42.27	12.98	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50	24.50
-98.68 -37.06 -3		-52.98	88	15.94	35.85	-7.05	-7 05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05	-7.05
-68.89 -6		89 86	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	-37.06	37.06	-37.06	37.06	37.06
N/A	Ψ	-68.89	-68.89	68.89	-68.89	-68.89	-68.89	-68.89	-68.89	-68.83	68.89	-68.89	-68.89	68.89	-68.89	-68.89	-68.89	68.89
	E-1 <4	4 99	N/A	N/A	N/A	N/A	N/A	₩	₩	WA M	ΑM	₩ W	N/A	N/A	NA	N/A	N/A	N/A

Table 2-8. Officers' current and recommended basic pay table comparison (BAS recommendations not included)

1	1994 C	1994 Current Pay Table	, Table															
Geat Class		7	7	3	ሜ	¥	%	%	>10	>12	×14	×16	>18	>20	>22	>24	>26	>28
6572 6573 6584 6484 6447 6450 650 650 6450 6	0-10	6941	6941	7185	7185	7185	7185	7461	7461	7874	7874	8438	8438	9003	9003	9003	9564	9564
450. 450. 450. 450. 450. 450. 450. 450.	6 0	6152	6152	6313	6447	6447	6447	6611	1199	9889	9889	7461	7461	7874	7874	7874	8438	8438
45.03 45.34 45.44 49.44 5164 5166 5166 5166 5179 5174 517	8	5572	5572	5739	5875	5875	5875	6313	6313	6611	1199	9889	7185	7461	7645	7645	7645	7645
342 342 347 3417 4014 404	67	4630	4630	4944	4944	4944	5166	5166	5466	5466	5739	6313	6747	6747	6747	6747	6747	6747
2744 2724 3222 3445 3445 3445 3446 3446 3446 3446 3446 3446 3446 3446 4444 4044 <th< td=""><td>g</td><td>3432</td><td>3432</td><td>3770</td><td>4017</td><td>4017</td><td>4017</td><td>4017</td><td>4017</td><td>4017</td><td>4154</td><td>4811</td><td>5056</td><td>5166</td><td>5466</td><td>2466</td><td>5928</td><td>2928</td></th<>	g	3432	3432	3770	4017	4017	4017	4017	4017	4017	4154	4811	5056	5166	5466	2466	5928	2928
2313 2313 2317 3005 3005 3061 3196 3414 3865 3770 3936 4044 4044 4044 4044 4044 4044 4044 40	<u>0</u>	2744	2744	3222	3445	3445	3445	3445	3550	3741	3665	4290	4536	4673	4837	4837	4837	4837
1875 1875 2404 2570 2844 2895 2595	j	2313	2313	2817	3005	3005	3061	3196	3414	3606	3770	3936	404	4044	4044	40 4 4	404 44	4044
1875 1875 2047 2460 2542 2595	3	2150	2150	2404	2570	2843	28.00	3086	3253	3414	3498	3498	3498	3498	3498	3498	3498	3498
Fig28 1628 1628 1682 2047 2048 2188	0-5	1875	1875	2047	2460	2542	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595	2595
c: >1 >2 >3 >4 >6 >10 >12 >14 >16 >12 >14 >2 >24 >6 >10 >12 >14 >16	9	1628	1628	1692	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047
41 52 34 54 540 510	1994 P	roposed F	ay Table															
Fight		⊽	7	3	%	¥	ሄ	97	۰ ۱	>12	414	×16	×18	>20	>22	>24	>26	>28
6 152 6152 6315 6315 6315 6478 6642 6805 6968 7131 7285 7428 7621 7784 7948 8111 8275 5572 5726 5726 5726 5726 6340 6433 6647 6800 6954 7108 7261 7415 7568 6340 6343 6457 64594 6457 6525 6421 6584 5787 5365 5572 5726 5726 5726 5728 5728 5728 5728 5728 5728 5728 5728	<u>ه</u>	6941	6941	7128	7128	7316	7503	7691	7877	8065	8252	8440	8627	8814	9005	9189	9376	9564
5572 5572 5726 5726 5873 6186 6340 6493 6647 6800 6954 7108 7261 7415 7568 4630 4630 4630 4630 4637 5444 5607 5770 9933 6096 6259 6421 6584 6747 2156 2362 3480 4630 4841 4012 4116 4520 4486 4570 4694 4674 4074<	ဝိ	6152	6152	6315	6315	6478	6642	6805	8969	7131	7295	7458	7621	7784	7948	8111	8275	8438
4630 4630 4733 4733 4955 5118 5281 5444 5607 5770 5933 6096 6259 6421 6564 6747 2156 3327 3498 3670 3841 4012 1818 4355 4526 4637 4466 5117 5365 5506 5686 5787 2242 2234 2425 2617 2741 2865 3113 3237 3361 3428 3428 3428 3428 3428 3428 3428 3428	g	5572	5572	5726	5726	5879	6033	6186	6340	6493	6647	0089	6954	7108	7261	7415	7568	7722
3156 3327 3498 3670 3841 4012 4184 4555 4697 4869 5117 5365 5506 5606 5606 5787 2786 2956 3128 3299 3470 3641 3811 3491 4152 4222 446 4570 4694 4818 4818 4818 4818 2347 2556 3128 2861 3862 3452 2462 </td <td>67</td> <td>4630</td> <td>4630</td> <td>4793</td> <td>4793</td> <td>4955</td> <td>5118</td> <td>5281</td> <td>\$4 4</td> <td>2607</td> <td>5770</td> <td>5933</td> <td>9609</td> <td>6229</td> <td>6421</td> <td>6584</td> <td>6747</td> <td>6910</td>	67	4630	4630	4793	4793	4955	5118	5281	\$4 4	2607	5770	5933	9609	6229	6421	6584	6747	6910
2785 2956 3128 3299 3470 3841 3811 3981 4152 4446 4570 4694 4818 4828 3428 <th< td=""><td>ž</td><td>3156</td><td>3327</td><td>3498</td><td>3670</td><td>3841</td><td>4012</td><td>4184</td><td>4355</td><td>4526</td><td>4697</td><td>4869</td><td>5117</td><td>5365</td><td>2506</td><td>3646</td><td>5787</td><td>2858</td></th<>	ž	3156	3327	3498	3670	3841	4012	4184	4355	4526	4697	4869	5117	5365	2506	3646	5787	2858
2347 2518 2689 2861 3032 3269 3505 3629 3753 3877 4001 4074 4074 4074 4074 4074 4074 40	9	2785	5 826	3128	3299	3470	3641	3811	3981	4152	4322	4446	4570	4694	4818	4818	4818	4818
2042 2234 2425 2617 2741 2865 3113 3237 3361 3428 3428 3428 3428 3428 3428 3428 3428	Z	2347	2518	5689	2861	3032	3269	3505	8828	3753	3877	1 00	4074	4074	4074	4074	4074	4074
1898 2011 2123 2236 2349 2462	<u></u>	2042	2234	2425	2617	2741	2865	3113	3237	3361	3428	3428	3428	3428	3428	3428	3428	3428
Pay Table: cell-by-cell comparison 1628 1706 1785 1864 1863 1876 1876 1876 1876 1876	7	1898	2011	22.83	2238	2349	2462	2462	2462	2462	2462	2462	2462	2462	2462	2462	2462	2462
Pay Table: cell-by-cell comparison A >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 cl >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 0.00 0.00 -57.00 -57.00 130.50 130.40 193.50 356.70 118.20 378.00 2.70 160.20 -90.00 73.50 236.70 187.50 0.00 0.00 -13.50 -149.40 4.50 157.80 -126.60 26.70 -118.20 35.40 -85.80 -236.40 -373.40 -384.00 -230.40 -77.10 0.00 0.00 -151.80 -151.80 -114.90 -216.0 -141.00 30.90 -380.10 -553.40 -384.00 -375.80 -163.20 276.00 -104.70 -271.80 -146.40 -5.10 -147.60 -147.60 -147.60 -147.60 -	<u>6</u>	1628	1706	1785	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864	1864
<1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >10 >22 >24 >26 >26 >24 >16 >16 >16 >16 >16 >16 >16 >16 >16 >16 >16 >16 >16 >16 >18 >0 >22 >24 >26 >10 180 270 180 378.00 2.70 189.30 188.40 -0.90 186.30 187.50			celi-by-cel	I comparis	60													
0.00 0.00 -57.00 -57.00 130.50 318.00 229.50 416.40 190.80 378.00 2.10 189.30 -188.40 -0.90 186.30 187.50 0.30 0.30 2.10 -132.30 30.90 194.40 193.50 356.70 245.10 408.90 -2.70 160.20 90.00 73.50 236.70 163.20 0.30 0.30 0.30 -135.90 194.40 193.50 245.10 408.90 -2.70 160.20 90.00 73.50 236.70 -163.20 0.00 0.00 -151.80 151.80 11.10 -48.00 144.90 -21.60 141.00 30.90 380.10 -651.30 -488.40 325.80 162.60 0.30 -276.00 104.70 -271.80 347.70 -176.40 -5.10 166.20 337.50 508.80 543.60 58.20 60.60 198.30 39.90 180.60 189.90 -18.90 33.30 204.60 -127.80 -144.60 26.70 207.60 309.30 255.40 147.60 196.80 65.10 30.00		⊽	7	%	ሜ	¥	ኇ	%	۲٥	×12	* 14	×16	×18	×20	>25	>24	>26	>28
0.30 0.30 2.10 -132.30 30.90 194.40 193.50 356.70 245.10 408.90 -2.70 160.20 90.00 73.50 236.70 -163.20 0.00 0.00 -13.50 -149.40 4.50 157.80 -126.60 26.70 -118.20 35.40 85.80 -231.60 -353.40 -383.40 -325.80 -300.40 77.10 0.00 0.00 -151.80 -151.80 11.10 -48.00 114.90 -21.60 141.00 30.90 380.10 651.30 488.40 325.80 -162.60 0.30 -276.00 -104.70 -271.80 347.70 -176.40 -5.10 166.20 337.50 508.80 543.60 58.20 60.60 198.30 39.90 180.60 0.30 -140.70 40.50 211.80 24.90 195.30 365.70 411.00 30.90 30.60 30.00	95	0.0	0 0 0	-57.00	-57.00	130.50	318.00	229.50	416.40	190.80	378.00	2.10	189.30	-188.40	06.0	186.30	-187.50	80
0.00 0.00 -13.50 -149.40 4.50 157.80 -126.60 26.70 -118.20 35.40 -85.80 -231.60 -353.40 -384.00 -230.40 -77.10 0.00 0.00 -151.80 -151.80 11.10 -48.00 114.90 -21.60 141.00 30.90 380.10 -651.30 -488.40 325.80 -162.60 0.30 0.30 0.00 -104.70 -271.80 -347.70 -176.40 -5.10 166.20 337.50 508.80 543.60 58.20 60.60 198.30 39.90 180.60 0.30 40.50 211.80 -94.80 -146.40 24.90 195.30 365.70 411.70 330.60 155.70 34.50 20.70 18.90 -18.90 195.30 365.70 411.70 330.60 155.70 34.50 20.70 18.90 -18.90 189.00 30.0	<u>6</u>	0.30	0.30	2.10	-132.30	30.90	194.40	193.50	356.70	245.10	408.90	-2.70	160.20	-90.00	73.50	236.70	-163.20	800
0.00 0.00 -151.80 -151.80 -11.10 -48.00 11.4.90 -21.60 141.00 30.90 -380.10 -651.30 -488.40 -325.80 -162.60 0.30 -276.00 -104.70 -271.80 -347.70 -176.40 -5.10 166.20 337.50 508.80 543.60 58.20 60.60 198.30 39.90 180.60 -140.70 40.50 211.80 -94.80 -146.40 24.90 195.30 365.70 431.70 411.00 330.60 155.70 34.50 20.70 -18.90 -18.90 -18.90 33.30 204.60 -127.80 -144.60 26.70 207.60 309.30 215.40 147.60 106.80 65.10 30.00 30	රී	0.00	0.0	-13.50	-149.40	4.50	157.80	-126.60	26.70	-118.20	35.40	-85.80	-231.60	-353.40	-384.00	-230.40	-77.10	76.80
-276.00 -104.70 -271.80 -347.70 -176.40 -5.10 166.20 337.50 508.80 543.60 58.20 60.60 198.30 39.90 180.60 -140.70 40.70 40.50 211.80 -94.80 -146.40 24.90 195.30 365.70 431.70 411.00 330.60 155.70 34.50 20.70 -18.90 -18.90 -18.90 33.30 204.60 -127.80 -144.60 26.70 207.60 309.30 215.40 147.60 106.80 65.10 30.00 30.00 30.00 30.00 30.00 30.00 107.40 84.30 21.60 47.40 -102.30 -114.00 27.00 -16.20 -52.80 69.30 69.30 69.30 69.30 69.30 69.30 69.30 69.30 69.30 69.30 69.30 23.10 135.90 78.50 -223.80 -193.50 -133.80	67	0.00	8	-151.80	-151.80	11,10	-48.00	114.90	-21.60	141.00	30.90	-380, 10	-651.30	-488 40	-325.80	-162.60	0.30	163.20
40.50 211.80 -94.80 -146.40 24.90 195.30 365.70 431.70 411.00 330.60 155.70 34.50 20,70 -18.90 -19.9	ဖ ိ	-276.00	-104.70	-271.80	347 70	-176.40	-5.10	166.20	337.50	508.80	543.60	58.20	09:09	198.30	39.90	180.60	140.73	80
33.30 204.60 -127.80 -144.60 26.70 207.60 309.30 215.40 147.60 106.80 65.10 30.00 30.00 30.00 30.00 30.00 30.00 -107.40 84.30 21.60 47.40 402.30 -114.00 27.00 -16.20 52.80 69.30 69.30 69.30 69.30 69.30 69.30 53.10 135.90 78.50 -223.80 193.50 -133.80 133.	5	40.50	211.80	-94.80	-146.40	24.90	195.30	365.70	431.70	411.00	330,60	155.70	34.50	20.7 0	18.90	-18.90	-18.90	-18.90
-107.40 84.30 21.60 47.40 -102.30 -114.00 27.00 -16.20 -52.80 -69.30 -69.30 -69.30 -69.30 -69.30 -69.30 -69.30 23.10 135.90 78.50 -223.80 -193.50 -133.80 -133	8	33.30	8	-127.80	-144.60	26.70	207.60	309.30	215.40	147.60	106.80	65.10	30.00	30.00	30.00	30.00	30.00	800
23.10 135.90 78.50 -223.80 -193.50 -193.80 -19	8	-107,40	84.30	21.60	47.40	-102.30	-114.00	27.00	-16.20	-52.80	-69.30	-69 30	-69.30	-69.30	69.30	69.30	99 30	-69.30
-0.30 78.60 93.30 -182.70 -182.70 -182.70 -182.70 -182.70 -182.70 -182.70 -182.70 -182.70 -182.70 -182.70 -182.70 -182.70	0-5	23.10	135.90	36.50	-223.80	-193.50	-133.80	-133.80	-133.80	-133.80	-133.80	-133,80	-133.80	-133.80	-133.80	-133.80	-133.80	-133.80
	10	-0.30	78.60	93.30	-182.70	-182.70	-182.70	-182.70	-182.70	-182.70	182.70	-182.70	-162.70	-182.70	-182.70	-182.70	-182.70	-182.70

Table 2-9. Prior-service and warrant officers' current and recommended basic pay table comparison (BAS recommendations not included)

1994 Cun	1994 Current Pay Table	e qq															
	7	7	%	ል	¥	ኇ	ሟ	×10	>12	×14 4	>16	×18	>20	>25	>24	>56	>28
OE-3	0	0	0	0	2843	2878	3086	3253	3414	3550	3550	3550	3550	3550	3550	3550	3550
OE-2	0	0	0	0	2542	2595	2678	2817	2925	3005	3005	3005	3005	3005	3006	3005	3006
OE-1	0	0	0	0	2047	2187	2268	2350	2432	2542	2542	2542	2542	2542	2542	2542	2542
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3738	3880	3880	4160	8
¥ ¥	2190	2190	2350	2350	2404	2513	2624	2734	2925	3061	3168	3253	3358	3470	3470	3741	3741
W-3	1991	1991	2159	2159	2187	2213	2375	2513	2595	2678	2757	2843	2954	3061	3061	3168	3166
W-2	174	1744	1886	1886	1941	2047	2159	2241	2324	2404	2488	2570	2651	2757	2757	2757	2757
₩-1	1453	1453	1666	1666	1805	1886	1967	2047	2132	2213	2295	2375	2460	2460	2460	2460	2460
1994 Pros	1994 Proposed Pay Table	Table															
Neces	7	7	2,	ል	¥	ኇ	97	× 10	>12	>14	>16	× 18	>20	>25	>24	>26	>28
OE-3	0	0	0	0	2741	2865	3113	3237	3361	3485	3609	3733	3733	3733	3733	3733	3733
OE-2	0	0	0	0	2349	2462	2574	2687	7800	2912	2912	2912	2912	2912	2912	2912	2912
OE-1	0	0	0	0	1864	11977	2080	2202	2315	2428	2428	2428	2428	2428	2428	2428	2428
W-5	0	0	0	0	0	0	0	0	0	0	0	0	3762	3892	4021	4151	4280
W-4	5509	2277	2344	2412	2480	2592	2705	2818	2930	3043	3156	3269	3381	3494	2007	3719	3832
W-3	1893	1961	2029	2096	2164	2265	2367	2468	2570	2671	2773	2874	2975	3077	3178	3280	3381
W-2	1668	1736	1803	1871	1939	2029	2119	2209	2299	2389	2480	2570	2660	2750	2840	2840	2840
¥-1	1434	150	1569	1637	1704	1877	1961	2045	2130	2215	5539	2384	2384	2384	2384	2384	2384
1994 Pay	1994 Pay Table: cell-by-cell comparison	-by-cell α	mparison														
	٧	7	%	প্ন	¥	ጵ	ሟ	>10	>12	>14	>16	>18	×20	>25	>24	>26	>28
OE-3	A/N	A/N	N/A	A/X	-102.30	-114.00	27.00	-16.20	-52.80	64.80	59.10	183.00	183.00	183.00	183.00	183.00	183.00
OE-2	A/X	¥/Z	N/A	A/N	-193.50	-133.80	-103.50	-130.20	-125.40	-93.00	-93.00	-93.00	-93.00	-93.00	-93.00	-93.00	-93.00
OE:1	N/A	N/A	N/A	K/X	-182.70	-210.60	-178.50	-147.60	-116.70	-114.60	-114.60	-114.60	-114.60	-114.60	-114.60	-114.60	.114.60
W-5	A/X	A/A	N/A	N/A	A/N	A/A	N/A	A/A	K/X	N/A	N/A	N/A		12.00	141.60	6.3	120.30
× 4	18.60	86.40	-5.70	61.80	75.90	79.20	81.00	83.70	5.10	-18.00	12.30	15.60	23.10	23.40	136.20	-21.60	91.20
W-3	-97.50	-29.70	-130.80	-63.00	-23.40	52.80	-7.80	44.70	-25.80	9-9-	15.30	30.90		15.90	117.30	111.60	213.00
W-2	-75.60	8.10	-82.80	-15.30	-2.70	-18.30	-40.50	-32.40	-24.30	-14.40	-8.70	0.00		-7.50	82.80	82.80	82.80
W-1	-18.90	48.60	-96.90	-29.10	-100.50	-9.60	9-00	-1.50	-1.80	2.10	4.20	9.00	·	-76.20	-76.20	-76.20	-76.20

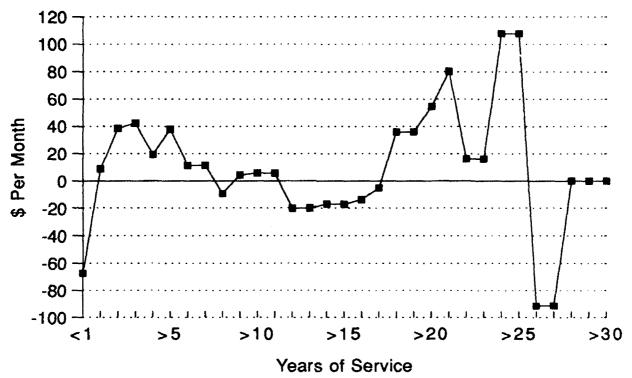


Figure 2-3. Change in enlisted members' average basic pay (1994)



Figure 2-4. Change in officers' average basic pay (1994)



Figure 2-5. Change in prior-service officers' average basic pay (1994)

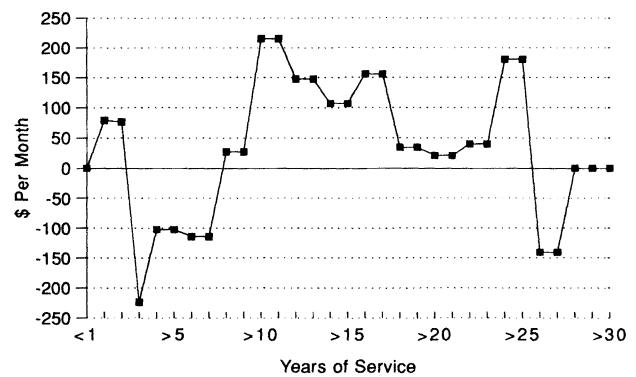


Figure 2-6. Change in warrant officers' average basic pay (1994)

Tax Advantage

Housing and subsistence allowances are not taxable. Determining the tax advantage associated with these allowances involves figuring the amount of income necessary to maintain net income if they were taxable. Only federal income tax is considered in computing RMC. To determine the tax advantage, the tax on the allowances is first computed using average tax rates by years of service. If the amount of this tax were paid to service members, it would itself be taxed, requiring an additional amount to be provided to the service member. The total value of the tax advantage is calculated by:

 $Tax \ Advantage = Allowance \times [Tax \ Rate / (1 - Tax \ Rate)]$

Table 2-10 shows the tax advantage rates by pay grade; and Figure 2-7 displays the change in average tax advantage as result of our recommendations.

Table 2-10.	. Federal	tax advanta	age rates
	Single	Married	

	Single	Married		Single	Married		Single	Married
O-10	44.9%	44.9%	O-3E	18.3%	39.9%	E-9	18.0%	39.1%
O-9	43.5%	45.1%	O-2E	16.2%	38.9%	E-8	17.7%	38.5%
0-8	40.6%	45.4%	0-1E	16.1%	34.1%	E-7	17.7%	28.8%
0-7	38.9%	44.9%				E-6	17.7%	18.7%
O-6	38.9%	44.8%				E-5	17.2%	17.6%
O-5	37.2%	42.2%	W-5	19.8%	39.8%	E-4	17.3%	17.5%
0-4	24.6%	40.0%	W-4	19.8%	39.8%	E-3	16.3%	17.7%
0-3	21.9%	38.9%	W-3	17.7%	38.9%	E-2	15.3%	17.7%
O-2	19.7%	34.5%	W-2	17.7%	36.0%	E-1	9.8%	17.8%
0-1	20.1%	18.7%	W-1	17.8%	24.2%	E-1	9.8%	17.8%

INTEGRATED EFFECTS ON RMC

So far, we have examined the changes recommended for each individual RMC component. However, it is the combination of all the recommended changes that a service member will see on his or her monthly leave and earnings statement. Thus, the remaining analysis will examine the changes to RMC as a whole.

In this section, several tables and figures analyzing RMC are presented for each pay grade group, as follows:

 Magnitude of the monthly change for each RMC component as affected by our recommendations.

^{*}Tax rate data were derived from Department of Defense, OASD (FM&P) MM&PP, Directorate of Compensation Selected Military Compensation Tables: January 1991 Pay Rates, B4-B6 and C3; data as of 1 Jan 91.

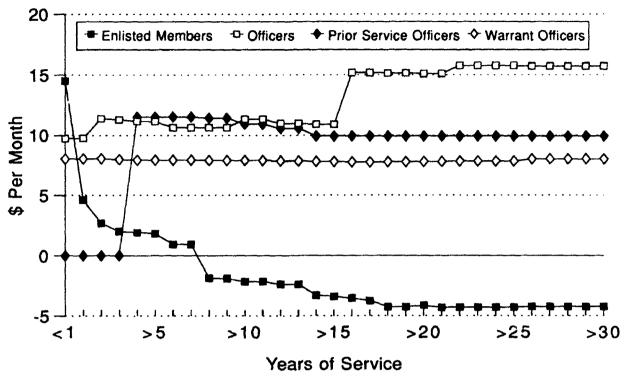


Figure 2-7. Change in average federal tax advantage

- Proposed level of monthly RMC, indicating the proportion attributable to each component.
- Current versus proposed levels of monthly RMC and basic pay.
- Current versus proposed monthly RMC, highlighting the changes illustrated by the previous graphs.
- Average monthly change in future RMC for members who stay through 20 and 30 years of service.
- Average monthly change in RMC and retirement pay for members with over 20 years of service.
- Current versus proposed monthly RMC in a cell-by-cell format.
- Current verses proposed monthly basic pay, in a cell-by-cell format, incorporating the BAS changes.

These tables and figures are analyzed separately by pay grade groups.

Enlisted Members

Figure 2-8 shows the change in each component of RMC for enlisted members. The level of basic pay increases throughout most of a member's career, except at the over-26 years point. The decrease in the over-26 longevity raise has been redistributed between the over-24 and 28-year points. The addition of the housing floor clearly benefits those members at the lower ranks (i.e., lower levels of total income). The effect of reducing BAS to the USDA food cost can also be seen: the reduced BAS amount and resulting loss of tax advantage, as discussed earlier, have been added into basic pay.

Figure 2-9 shows total monthly RMC for enlisted members. In this chart, the noticeable steps are promotion increases. As designed, promotion increases are significantly larger than longevity raises. The E-6 to E-9 promotion steps can clearly be seen. Promotion steps for E-2 to E-5 are not visible because these promotions occur midyear and the monthly RMC was computed from a weighted average of ranks within each year.

Figure 2-10 compares the current and proposed level of RMC and basic pay. In the RMC lines, the large longevity pay raise at the over-26 point, in current RMC levels, has been smoothed over the 24-, 26-, and 28-year points. This smoothing de-emphasizes the effect of the large over-26 longevity raise in the enlisted members' retirement decision. Changes in the basic pay line indicate changes in the level of retirement pay as well. Although the level of retirement pay at the over-26 point decreases, it increases for members who retire earlier and for those with more than 28 years of service.

Figure 2-11 shows the difference in the current and proposed level of RMC on a larger scale, while Table 2-11 shows the levels and changes in RMC in a cell-by-cell format. It should be noted here that members at or near the over-26-year point will not suffer a pay loss. Transition plans discussed in Chapter 3 were designed to preclude this from happening.

Figures 2-12 and 2-13 depict how much a non-retirement-eligible member's average future monthly RMC will change based on his current years of service. Figure 2-12 assumes a member will retire at 20 years; and Figure 2-13, that he will retire at 30 years. As indicated by the first bar on the graphs (less than one YOS), average monthly RMC for new members will increase between \$15 and \$23. For those who are currently in the service and have less than 20 years of service, average RMC will increase except for those between 11 and 14 YOS. These members, as with all members with over 10 years, will receive lower BAS payments in exchange for higher retirement pay.

Figure 2-14 shows the change in RMC and retirement pay for members who are retirement-eligible. All enlisted members will get an increase in their retirement pay. Again, the small reduction in RMC for members who currently have over 26 years is exchanged for increased retirement benefits. The increase in retirement pay can be seen in Table 2-12 as well, which compares the basic pay levels using a cell-by-cell format.

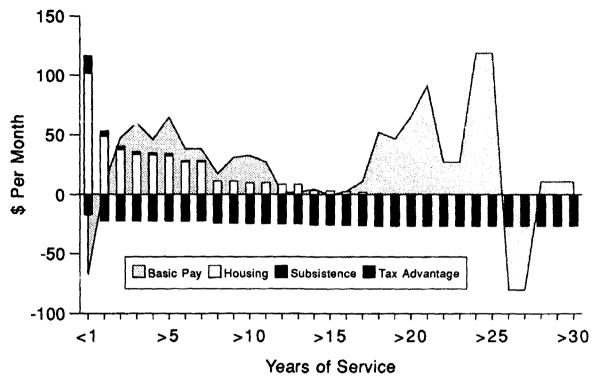


Figure 2-8. Change in components of RMC for enlisted members (1994)

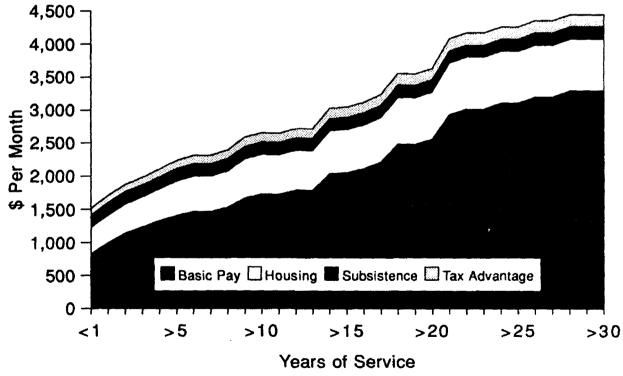


Figure 2-9. Enlisted members' proposed RMC by component (1994)

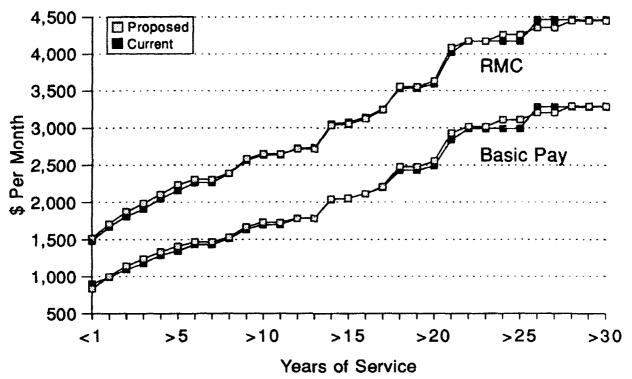


Figure 2-10. Enlisted members' current and proposed RMC and basic pay (1994)

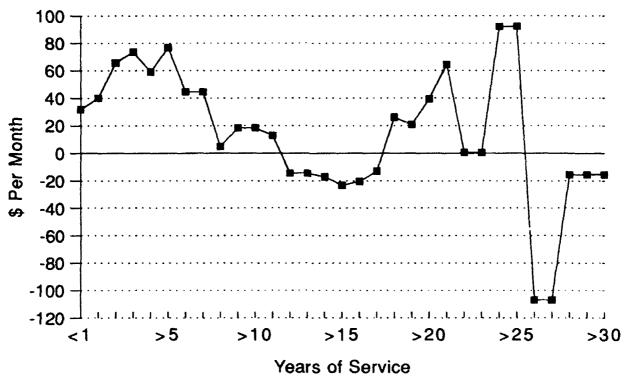


Figure 2-11. Difference in enlisted members' RMC (1994)

Table 2-11. Enlisted members' current and recommended RMC comparison

E-9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1994 Current Pay Table	aple															
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	~	7	%	Х	7	ģ	જ	5	>12	≯1 ∢	>16	×18	>20	>55	>24	>26	×28
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	E-9	0	0	0	0	0	0	3731	3788	3847	3908	3969	\$023	4172	4172	4463	4463
2526 2526 2544 2704 2763 2821 2878 2937 2997 3096 3144 3202 2240 2240 2240 2240 2240 2240 22		0	0	0	0	0	3242	3303	3361	3419	3481	3535	3595	3741	3741	4035	4035
2240 2240 2255 2413 2475 2532 2569 2649 27796 2792 2851 2880 11981 1981 2081 2441 2196 2284 2384 2487 2487 2487 2487 1981 2081 1981 2081 2492 2284 2487 2487 2487 2487 2487 2487 248	•	2526	2644	2704	2763	2821	2878	2937	2997	3086	3144	3202	3231	3378	3378	3670	3670
1981 1981 2081 2141 2196 2284 2342 2462 2458 2487	``	2240	2355	2413	2475	2532	2883	2649	2736	2792	2851	2880	2880	2880	2880	2880	7880 2880
1783 1784 1842 1907 1998 2048 1550		1981	2081	2141	2196	2284	2342	2402	2458	2487	2487	2487	2487	2487	2487	2487	2487
1669 1669 1724 1765 1808 1809		1783	1842	1907	1998	2048	2048	2048	2048	2048	2048	2048	2048	2048	2048	2048	2048
1550 1550	·	1669	1724	1765	1808	1808	1808	1808	1808	1808	1808	1808	1808	1808	1808	1808	1808
1407 1407		1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550	1550
4 Proposed Pay Table 4 Proposed Pay Table 4 Proposed Pay Table 4 Proposed Pay Table 4 September 1		1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407	1407
4 Proposed Pay Table 4	4	o	0	0	o	0	٥	0	0	0	0	0	0	0	0	0	0
<1 >1 >2 >3 >4 >6 8 >10 >12 >14 >16 >16 >10 0	1994 Proposed Pay	Table															
0 0 0 0 0 0 0 0 0 0 38678 3758 3843 3922 4008 2490 2552 2623 2693 2764 2825 2887 2949 3005 3087 3123 3185 2206 2267 2338 2408 2479 2541 2862 2864 2720 2782 2821 2855 2206 2267 2338 2408 2479 2541 2862 2864 2720 2782 2821 2855 2206 2267 2338 2408 2479 2541 2862 2864 2720 2782 2821 2855 1988 2049 2120 2191 2261 2323 2385 2446 2720 2782 2821 2855 1539 1640 1690 1600 1600 1600 1600 1600 1600 160	~	7	%	3	¥	Я	ሟ	۰ ۱	>12	>14	>16	×18	250	>2%	>24	×26	×28
0 0 0 0 0 0 0 3180 3258 3331 3410 3483 3561 2490 2450 2267 2338 2408 2479 2541 2862 2864 2720 2782 2821 2855 2206 2267 2338 2408 2479 2541 2802 2864 2720 2782 2821 2855 2206 2267 2338 2408 2479 2541 2802 2864 2720 2782 2821 2855 2497 2497 2497 2497 2497 2497 2497 2497		0	0	0	0	0	0	3678	3758	3843	3922	4008	4087	4173	4264	4356	44
2490 2552 2623 2693 2764 2825 2887 2949 3005 3067 3123 3185 2206 2206 2207 2338 2408 2479 2541 2602 2664 2720 2782 2821 2655 1988 2049 2120 2191 2261 2323 2386 2446 2475 2497 2497 2497 2497 1779 1840 1911 1981 2052 2114 2114 2114 2114 2114 2114 2114 21		0	0	0	0	0	3180	3258	3331	3410	3483	3561	3634	3713	3815	3917	4019
2206 2267 2338 2408 2479 2541 2602 2864 2720 2782 2821 2855 1988 2049 2120 2191 2261 2323 2386 2446 2475 2497 2497 2497 2497 1779 1840 1911 1981 2052 2114 2114 2114 2114 2114 2114 2114 21	•	2552	2623	2693	2764	2825	2887	2949	3006	3067	3123	3185	3241	3302	3421	3539	3657
1988 2049 2120 2191 2261 2323 2385 2446 2475 2497 2497 2497 1779 1840 1911 1981 2052 2114 2114 2114 2114 2114 2114 2114 21		2267	2338	2408	2479	2541	2602	2664	2720	2782	2821	2855	2822	2855	2855	2855	2825
1779 1840 1911 1981 2052 2114 2114 2114 2114 2114 2114 2114 21		2049	2120	2191	2261	XXX	2386	2446	2475	2497	2497	2497	2497	2497	2497	2497	2497
1647 1709 1780 1850 1850 1850 1850 1850 1850 1850 18		1840	1911	1981	202	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114	2114
1539 1600 1600 1600 1600 1600 1600 1600 160		1709	1780	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	1850
4 Pay Table: cell-by-cell comparison 5 September 1		1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	1600	99
4 Pay Table: cell-by-cell comparison 5 September 1		1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449
4 Pay Table: cell-by-cell comparison 41	E-1 <4 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
 1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 NA NA NA NA NA NA NA NA S.64 -29.84 -3.74 14.56 38.86 NA NA NA NA NA NA NA S.55.54 -29.65 -9.85 2.15 25.85 -35.25 26.55 -21.75 -10.35 1.35 4.05 9.15 11.25 8.25 -18.05 -20.85 17.85 -33.89 27.61 -17.09 4.79 3.91 8.41 13.51 15.01 -16.19 9.89 -29.99 -25.19 -7.03 68.53 39.73 50.23 65.23 38.83 42.13 44.83 16.33 9.73 9.73 9.73 9.73 -4.63 56.87 68.57 73.97 53.57 65.2	1994 Pay Table: c€	11-by-cell co	mparison														
N/A N/A N/A N/A N/A N/A N/A N/A S2.35 -44.95 -29.65 -9.85 2.15 25.85 N/A N/A N/A N/A N/A N/A N/A N/A N/A S2.35 -44.95 -29.65 -9.85 2.15 25.85 S2.25 26.55 -21.75 -10.35 1.35 4.05 9.15 11.25 8.25 -18.05 -20.85 -17.85 S2.3 89 27.61 -17.09 -4.79 3.91 8.41 13.51 15.01 -16.19 9.89 -29.99 -25.19 7.03 68.53 39.73 50.23 65.23 38.83 42.13 44.83 16.33 9.73 9.73 9.73 9.73 17.03 68.53 50.48 56.44 85.27 65.	⊽	7	7	ý	7	ኇ	જ	×10	>12	>14	>16	>18	×20	>22	>24	>26	>28
N/A N/A N/A N/A H/A H/A H/A H/B -62.35 -44.95 -29.65 -9.85 2.15 25.85 -35.25 26.55 -21.75 -10.35 1.35 4.05 9.15 11.25 8.25 -18.05 -20.85 -17.85 -33.89 27.61 -17.09 -4.79 3.91 8.41 13.51 15.01 -16.19 -9.89 -25.19 7.03 68.53 39.73 50.23 65.23 38.83 42.13 44.83 16.33 9.73 9.73 9.73 4.63 56.87 68.57 73.97 53.57 65.27 </td <td></td> <td></td> <td>Α/X</td> <td>A/A</td> <td>A/N</td> <td>A/A</td> <td>A/A</td> <td>-52.64</td> <td>-29.84</td> <td>-3.74</td> <td>14.56</td> <td>38.86</td> <td>64.66</td> <td>0.76</td> <td>92.26</td> <td>106.94</td> <td>-15.44</td>			Α/X	A/A	A/N	A/A	A/A	-52.64	-29.84	-3.74	14.56	38.86	64.66	0.76	92.26	106.94	-15.44
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-33.89 27.61 -17.09 -4.79 3.91 8.41 13.51 15.01 -16.19 -9.89 -29.99 -25.19 7.03 68.53 39.73 50.23 65.23 38.83 42.13 44.83 16.33 9.73 9.73 9.73 9.73 46.3 56.87 68.57 73.97 53.57 65.27 65.	•		-21.75	-10,35	1.35	4.05	9.15	11.25	8.25	-19.05	-20.85	-17.85	10.05	-75.45	42.75	-130.65	-12.45
7.03 68.53 39.73 50.23 65.23 38.83 42.13 44.83 16.33 9.73 9.73 9.73 4.73 4.63 56.87 68.57 73.97 53.57 65.27	·		-17.09	-4.79	3.91	8.41	13.51	15.01	-16.19	68.6	-29.99	-25.19	-25.19	-25.19	-25.19	-25.19	-25.19
-4.63 56.87 68.57 73.97 53.57 65.27			39.73	50.23	65.23	38.83	42,13	44.83	16.33	9.73	9.73	9.73	9.73	9.73	9.73	9.73	52.6
-21.86 39.94 56.14 85.24 42.34			68.57	73.97	53.57	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27	65.27
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42.50 42.50 42.50 42.50 42.50 42.50 42.50 42.50 42.50			45.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
N/A	E-1 <4 124.9		A/N	ΑŻ	V/Z	A/N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ϋ́Ν	A/A	Α×

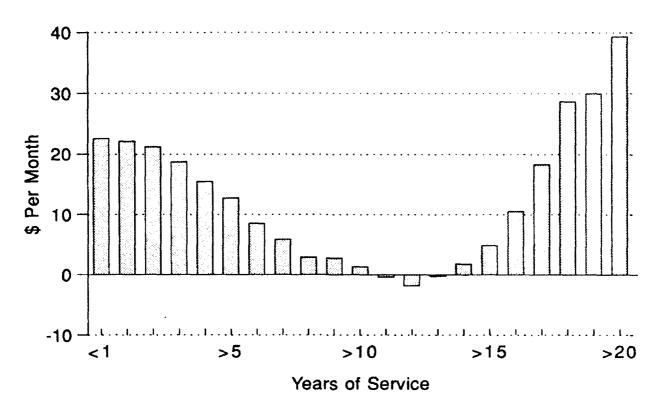


Figure 2-12. Enlisted members' cumulative average change in RMC if looking to 20 YOS

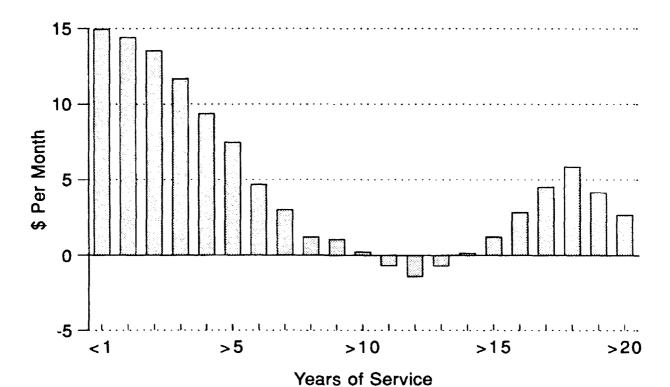


Figure 2-13. Enlisted members' cumulative average change in RMC if looking to 30 YOS

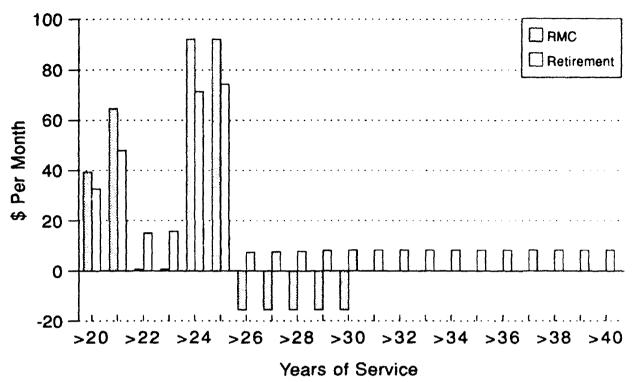


Figure 2-14. Enlisted members' change in RMC and retirement after 20 YOS (including a save pay for the >26 pay cell)

Table 2-12. Enlisted members' current and recommended basic pay comparison (BAS recommendations included)

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-98,70 -37,20 -3	E-3	-53.10	8.70	24.90	54.00	11.10	11,10	11.10	11.10	11,10	11.10	11.10	11.10	11.10	11.10	11.10	11,10	11.10
-69.00 -69.00 -69.00 -69.00 -69.00 -69.00 -69.00 -69.00 -69.00 -69.00 -69.00	E-2	-98.70	37.20	37.20	37.20	37.20	-37.20	-37.20	-37.20	-37.20	37.20	37.20	-37.20	-37.20	-37.20	37.20	-37.20	37.20
	ú	-69.00	90.69	-69.00	9.00	90.69	9.00	-69.00	-69.00	9.00	90.00	69.00	-69.00	9.00	90.69	69.00	90.69	00.69
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Officers

Components of RMC for officers, as shown in Figure 2-15, reflect a similar change in basic pay at the 26-year point. Most notable is the shifting of money from the 3- to 7-year points to the over-8-year points, especially the O-4 promotion point. The increase due to the housing floor, though not as significant as that for enlisted members, appears in the first 'wo years. The increase in officers' tax advantage, as a result of the BAS change, is also evident.

Figure 2-16 shows the RMC for officers. Each promotion is clearly indicated, as well as the smoothed longevity raises.

Figure 2-17, which compares current and proposed RMC, also reflects how promotion raises have been emphasized over longevity raises. As the basic pay line indicates, retirement pay levels have been kept nearly equal, except for the over-26 longevity raise smoothing. Table 2-13 compares the RMC changes, and Table 2-14 compares the basic pay changes in a cell-by-cell format.

Figure 2-18 magnifies the proposed change in RMC. A reduction in RMC between the third and eighth year is evident. However, increases in RMC over the rest of the officer's career more than recover this reduction.

Figures 2-19 and 2-20 show that the lower over-3 longevity raise has little impact on average career earnings. In fact, new officers staying in the service until retirement will experience an average career increase in RMC of about \$60 per month. Additionally, all officers now in the service will experience an increase in future RMC.

Figure 2-21 shows the RMC and retirement for officers who are retirement-eligible. Officers who retire with less than 26 years of service will see an increase in their retirement pay from the pay table modifications. The slight reduction in retirement pay at over 26 years is in exchange for an increased BAS and tax advantage (i.e., increased RMC before retirement). Those who are near the over-26-year point will be grandfathered to ensure no loss in retirement pay.

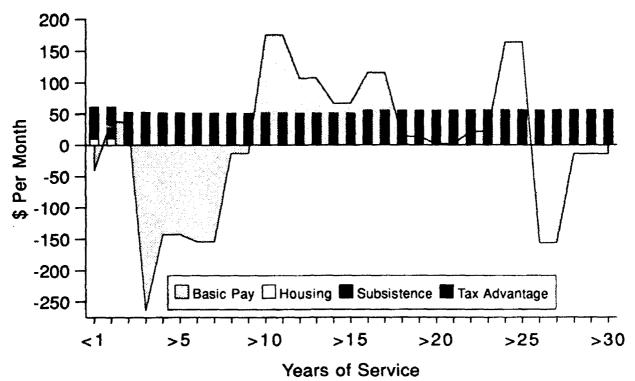


Figure 2-15. Change in components of RMC for officers (1994)

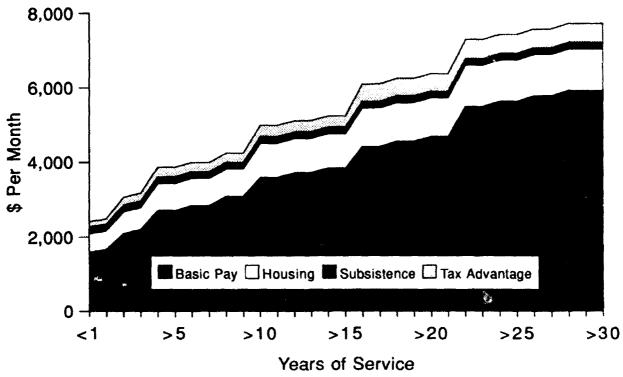


Figure 2-16. Officers' proposed RMC by component (1994)

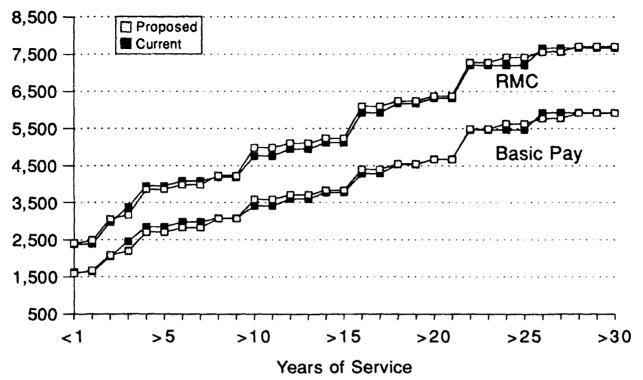


Figure 2-17. Officers' current and proposed RMC and basic pay (1994)



Figure 2-18. Difference in officers' RMC (1994)

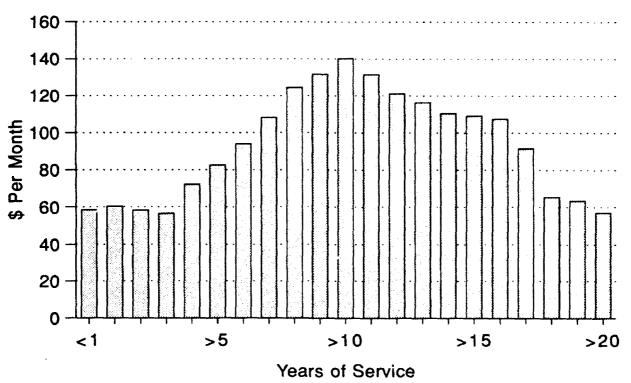


Figure 2-19. Officers' cumulative average change in RMC if looking to 20 YOS

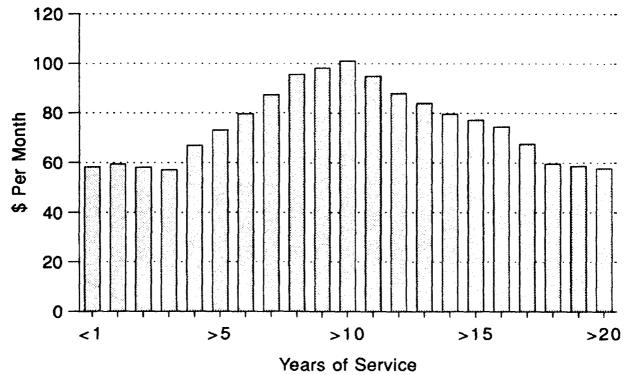


Figure 2-20. Officers' cumulative average change in RMC if looking to 30 YOS

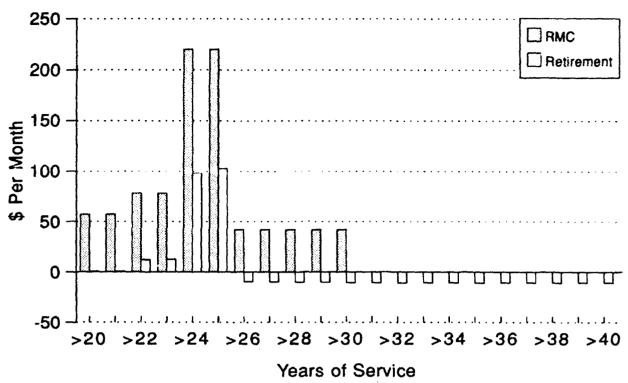


Figure 2-21. Officers' change in RMC and retirement after 20 YOS (including a save pay for the >26 pay cell)

Table 2-13. Officers' current and recommended RMC comparison

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0-7	6564	6564	688	6839	683	7101	7101	7400	7400	7673	8247	9681	9681	8681	9681	9681	96 25
శ్ర	5173	5173	551	5759	5759	5759	5759	5759	5759	5895	6552	6798	8069	7207	7207	7869	7669
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4	3663	3663	4167	4355	4355	14	4545	4763	4955	5120	5285	5394	5394	5394	5394	5394	5394
3	3268	3268	3522	3688	3861	260	8	4371	4532	4616	4616	4616	4616	4616	4616	4616	4616
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67	6580	6580	6743	6743	9069	7068	7231	7394	7557	77.20	7883	9908	8230	8394	8558	8722	9888
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	18.08	18.08	-38.92		148.58	336.08	247.58	434.48	208.88	396.08	20.18	227.48	-149.02	39.68	228.08	-144.52	44.18
	17.81	17.81	19.61		48.41	211.91	211.01	374.21	262.61	426.41	14.81	197.81	-51.19	113.51	277.91	-120.79	43.61
	16.36	16.36	2.86		20.86	174.16	-110.24	43.06	-101.84	51.76	69.44	-195.14	-315.74	-345.14	190.34	-35.84	119.26
	15.71	15.71	-136.09		26.81	-32.29	130.61	-5.89	156.71	46.61	-364.39	-615.49	451.39	-287.59	-123.19	16.04	205.01
	-260.65	-89.35	-256.45		-161.05	10.25	181.55	352.85	524.15	558.95	73.55	96.05	234.95	77.75	219.65	53,00	41,45
	55.59	226.89	-79.71	-131.31	39.99	210.39	380.79	446.79	426.09	345.69	170.79	69.69	67.09	18.69	18.69	18.69	18.69
j	44.31	215.61	-116.79		37.71	218.61	320.31	226.41	158,61	117,81	78.11	61.11	61.11	61.11	61.11	61.11	61.11
ဗိ	-96.70	95.00	32,30	58.10	-91.60	-103.30	37.70	-5.50	-42.10	-58 60	-58.60	-58.60	-58.60	-58.60	-58.60	-58.60	58.60
ر م	35.14	147.94	88.54	-14	-181.46	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76	-121.76
2	86.02	99.66	114.50		-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50	-161.50

Table 2-14. Officers' current and recommended basic pay comparison (BAS recommendations included)

No.	182	1994 Current Pay Table	Table															
6424 6444 7184 7184 7184 7184 7184 7184 7184 7		۲	7	%	ል	*	ኇ	જ	510	>12	414	>16	×18	×28	×22	>24	8,	×28
6122 6132 6131 6141 6441 6441 6141 6611 6816 6866 686	0.0 010	6941	6941	7185	7185	7185	7185	7461	7461	7874	7874	8438	8438	2006	9003	2003	9264	9564
557.2 557.5 578.9 58.9 58.1 68.1 68.1 71.6 74.5	<u>ර</u>	6152	6152	63 13	6447	6447	6447	6611	5611	9889	6886	7461	7461	7874	7874	7874	8438	8438
4820 4820 4844 4844 4844 5166 5166 5166 5166 5789 6713 6717 6717 6717 6717 6717 6717 6717	8 0	5572	225	5739	54875	5875	5875	6313	6313	6611	1198	9889	7185	7461	7645	7645	7645	7645
3432 3472 3470 4017 4017 4017 4017 4017 4017 4017 4	ઠ	4630	4630	4944	4944	4944	5166	5166	5466	5466	5739	6313	6747	6747	6747	6747	6747	6747
2744 2744 3222 3445 3445 3445 3445 3450 3741 3992 4398 4589 4584 4673 4837 4837 4837 2150 2150 2104 2204 2505 3061 3069 2404 2404 3404 3404 2150 2150 2160 2404 2507 3062 3061 3069 2404 2044 3664 3664 3664 3669 3489 3489 3489 3489 3489 3489 3489 348	80	3432	3432	3770	4017	4017	4017	4017	4017	4017	42154	4811	2056	5166	2466	5486	2028	5928
2133 2313 2314 2305 3005 3005 3061 3199 3414 3405 3770 3866 4044 4044 4044 4044 4044 4044 4044 2150 2150 2404 2805 3805 3605 3269 3269 3489 3489 3489 3489 3489 3489 3489 348	ઠુ	2744	2744	3222	3445	3445	3445	3445	3550	3741	3992	623	4536	4673	4837	4837	4837	4837
15.50 21.50 24.44 25.70 28.43 28.49 28.4	8	2313	2313	2817	3005	3005	3061	3196	3414	3605	3770	3936	4044	404	4044	404	404	404
1875 1875 2047 2440 2442 2595	6	2150	2150	2404	2570	2843	2878	3086	3253	3414	3498	3498	3438	34 88	3498	3498	3498	3498
Fig. B Fig. B Fig. B Fig. Co. F.	62	1875	1875	2047	2460	2542	2595	2595	2595	2595	2595	2595	5652	2595	2595	2595	2595	2595
Septemborary Sept	ة	1628	1628	1692	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047	2047
<1 >1 >2 >3 >4 >6 >6 >10 >12 >14 >2 >2 >3 >4 >6 >6 >10 >12 >14 >16 >1 >1 >1 >2 >2 >2 >2 >4 >1 >1 >1 >2 >2 >4 >10 >11 >1 >1 >1 >1 >1 >1 >1 >1 >1 >2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3	26	Proposed Pa	av Table															
6901 6904 7088 7088 7265 7463 7650 7837 8025 812 8400 8607 8195 8984 9173 6112 6112 6275 6285 6439 6826 7031 7555 7416 7766 7890 8995 4582 5826 5826 6829 6453 6607 6894 7086 77244 7896 4589 4589 4589 4657 6607 6907 6404 6506 6404 6586 2145 2387 3458 3801 3972 4486 4857 4899 6457 4899 6499 6457 4899 6499 6457 4899 6499 6457 4899 6499 6457 4899 6499 6457 4899 6499 6457 4899 6499 6457 4899 6499 6457 4899 6499 6499 6499 6497 4899 7994 4899 7994		۵	7	22	ፚ	1	×	ሟ	۷. د ا	>12	41 <	>16	×18	Š	×	>24	× 84	×28
Fig. 2 Fig. 2 Fig. 2 Fig. 3 F	0-10	1069	1069	7088	7088	7276	7463	7650	7837	8025	8212	8400	8607	8795	8964	9173	19361	9550
5522 5522 5685 5685 5685 5685 6184	နိ	6112	6112	6275	6275	6438	6602	6765	6928	7091	72.55	7418	7601	2766	7830	8095	8259	8424
4589 4589 4752 4752 4752 4915 5078 5241 5404 5567 5730 5893 6076 6240 6404 6588 6869 6328 4389 4589 4589 4589 4889 4889 4889 4889 48	စီ	5532	5532	5685	5685	5839	5993	6146	6299	6453	6607	6760	6934	7089	7244	7398	7553	7708
3116 3287 3458 3863 3801 3972 4143 4315 4486 4657 4829 5097 5346 5488 5630 4800 2714 2385 2918 3087 3289 3430 3800 3771 3341 4112 4282 4406 4550 4675 4800 4800 2000 2014 2014 2014 2014 2014 2014 20	6	4589	4589	4752	4752	4915	8/05	5241	5404	2567	5730	2883	9209	6240	6404	9959	6732	9689
236 2916 3087 3259 3430 3871 3941 4112 4282 4406 4550 4675 4800 4800 2306 2478 2648 2862 3288 3713 3837 3961 4054 405	ဝို	3116	3287	3458	3629	3801	3972	4143	4315	4486	4657	4829	203	5346	5488	9830	5772	5914
2306 2478 2649 2820 3289 3773 3837 3861 4054 <th< td=""><td>9-5</td><td>2745</td><td>2916</td><td>3087</td><td>3259</td><td>3430</td><td>3600</td><td>3771</td><td>3941</td><td>4112</td><td>4282</td><td>4406</td><td>4550</td><td>4675</td><td>4800</td><td>4800</td><td>4800</td><td>4800</td></th<>	9-5	2745	2916	3087	3259	3430	3600	3771	3941	4112	4282	4406	4550	4675	4800	4800	4800	4800
2002 2194 2345 2577 270; 2825 3073 3197 3321 3388 3388 3388 3388 3388 3388 3388	<u>\$</u>	2306	2478	2649	2820	2992	3228	3465	3589	3713	3837	3961	4054	4054	4054	4054	405 4054	4054
1858 1970 2083 2196 2309 2421	်	2002	2194	2385	2577	2701	2825	3073	3197	3321	3388	3368	3388	3386	3388	3388	3388	3388
Pay Table: cell-by-cell comparison 1824	0.5	1858	1970	2083	2196	2309	2421	2421	2421	2421	2421	2421	2421	2421	2421	2421	2421	2421
Pay Table: cell-by-cell comparison	5	1587	999	1745	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824	1824
<1 >1 >2 >3 >4 >6 >8 >10 >12 >16 >16 >16 >16 >16 >20 >22 >24 40.20 -40.20 -97.20 -90.30 277.80 199.30 376.20 150.60 337.80 -38.10 169.20 -207.30 -18.60 169.80 -39.00 -39.90 -38.70 175.60 -166.80 -13.60 158.40 -48.90 126.00 207.30 -168.90 220.20 -40.20 -40.20 -53.70 177.60 -166.80 -13.60 158.40 -42.90 140.10 -108.90 55.80 220.20 -40.20 -40.20 -192.00 -29.10 -46.80 174.00 178.00 48.80 178.00 42.90 42.90 40.70 507.30 40.70 179.40 507.30 40.70 179.40 179.40 179.40 179.40 179.40 179.40 179.40 179.40 179.40 179.40 179.40 179.40	200	av Table: c	o lleo-vd-lleo	omparison														
40.20 -97.20 </td <td></td> <td>~</td> <td>\ \ \ \ \</td> <td>7</td> <td>å</td> <td>4</td> <td>ĸ</td> <td>ፙ</td> <td>01,0</td> <td>>12</td> <td>414</td> <td>>16</td> <td>×18</td> <td>×20</td> <td>\$</td> <td>>24</td> <td>×28</td> <td>>28</td>		~	\ \ \ \ \	7	å	4	ĸ	ፙ	01,0	>12	414	>16	×18	×20	\$	>24	×28	>28
-39.90 -39.90 -39.90 -39.90 -39.90 -40.20 -42.90 140.10 -108.90 55.80 220.20 -40.20 -40.20 -53.70 -186.60 -15.30 155.30 -13.50 -158.40 -4.80 -126.00 -251.70 -372.30 -401.70 -246.90 -40.20 -40.20 -53.70 -192.00 -29.10 -88.20 74.70 -61.80 100.80 -9.30 -47.90 -507.30 -343.50 -179.10 -316.20 -192.00 -29.10 -45.30 126.00 297.30 468.60 503.40 18.00 40.50 179.40 507.30 -343.50 179.10 -30.00 -13.60 -15.90 126.00 297.30 408.60 290.40 116.50 18.40 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 36.60 374.00 174.00 174.00 174.00	9	40.20	40.20	-97.20	-97.20	90.30	277.80	189.30	376.20	150.60	337.80	-38.10	169.20	-207.30	-18.60	169.80	-202.80	-14.10
40,20 -40,20 -53,70 -189,60 -35,70 117,60 -166,80 -13,50 -158,40 -4,80 -126,00 -251,70 -372,30 -401,70 -246,90 -40,20 -40,20 -192,00 -29,10 -88,20 74,70 -61,80 100,80 -9,30 -420,30 -671,40 -507,30 -343,50 -179,10 -316,20 -192,00 -29,10 -45,30 126,00 297,30 468,60 503,40 18,00 40,50 179,40 22,20 179,10 -30 171,60 -135,00 -15,30 155,10 325,50 391,50 290,40 114,40 1,80 -36,60 36,60 -6,90 174,00 -186,00 -13,50 155,10 325,50 391,50 290,40 114,40 1,80 -36,60 36,60 -6,90 164,40 -186,00 -13,50 167,40 269,40 114,60 1,80 -36,60 36,60 36,60 36,60 36,60 36,90 36,90	6-0	-39.90	39.90	38.10	-172.50	9.30	154.20	153.30	316.50	204.90	368.70	42.90	140.10	-108.90	55.80	220.20	.178,50	-14.10
40.20 40.20 192.00 192.00 192.00 192.00 29.10 61.80 100.80 9.30 420.30 671.40 507.30 343.50 179.10 316.20 144.90 312.00 387.90 216.60 45.30 126.00 297.30 468.60 503.40 18.00 40.50 179.40 22.20 164.10 0.30 171.60 135.00 186.60 153.0 155.10 325.50 391.50 370.80 290.40 115.50 14.40 18.60 36.60 36.60 36.60 36.60 14.40 188.00 19.80 9.90 9.90 9.90 9.90 9.90 9.90 147.60 147.60 44.10 18.60 7.20 142.50 154.20 132.0 132.0 107.40 66.80 109.50 109.50 109.50 109.50 109.50 109.50 174.00	8	40.20	-40.20	53.70	-189.60	-35.70	117.60	.166.80	-13.50	-158.40	4.8	126.00	-251.70	-372.30	401.70	-246.90	.92.40	62.70
316.20 -144.90 -312.00 -387.90 -216.60 -45.30 126.00 297.30 468.60 503.40 18.00 40.50 179.40 22.20 164.10 0.30 171.60 -135.00 -186.60 -15.30 155.10 325.50 391.50 370.80 290.40 115.50 14.40 1.80 -36.60 -36.60 36.60 6.90 164.40 -188.00 -184.80 -13.50 167.40 269.10 175.20 107.40 66.80 24.90 9.90 9.90 9.90 9.90 147.60 44.10 -18.60 7.20 -142.50 -154.20 -13.20 -56.40 9.30 -109.50 -109.50 -109.50 -109.50 17.10 95.70 36.30 -284.00 -233.70 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -222.90 -22	6	40.20	40.20	.192.00	192.00	-29.10	-88.20	74.70	-61.80	100.80	-9.30	420.30	-671.40	-507.30	343 50	-179.10	15.00	149.10
0.30 171,60 135,00 186,60 15.30 155,10 325,50 391,50 290,40 115,50 14,40 1.80 36.60 36.60 36.60 6.90 9.00 9.00 9.00 9.00 9.00 9.90 9.9	90	-316.20	-144.90	-312.00	387.90	-216.60	45.30	126.00	297.30	468.60	503.40	18.00	40.50	179.40	82 82	164,10	-156,00	-14.10
-6.90 164.40 -168.00 -184.80 -13.50 167.40 269.10 175.20 107.40 66.60 24.90 9.90 9.90 9.90 9.90 9.90 147.60 44.10 -18.60 7.20 -142.50 -154.20 -13.20 -56.40 93.00 -109.50 -109.50 -109.50 -109.50 -109.50 -109.50 -109.50 -177.10 95.70 96.30 -284.00 -233.70 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -222.90	95	0.30	171.60	.135.00	-186.60	-15.30	155.10	325.50	391.50	370.80	230.40	115.50	14.40	1.80	-36 60	.36.60	-36 60	-36.60
-147.60 44.10 -18.60 7.20 -142.50 -154.20 -13.20 -56.40 -93.00 -109.50 -109.50 -109.50 -109.50 -109.50 -109.50 - -17.10 95.70 36.30 -264.00 -233.70 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -174.00 -172.90 -222.90 -2	9	9.30	164.45	168.00	184.80	-13.50	167.40	269.10	175.20	107.40	66.60	24.90	9.90	9.90	96 6	8.90	06°E	06.6
-17.10 95.70 36.30 -264.00 -233.70 -174.00 -17	ဗို	.147.60	44.10	18.60	250	-142.50	-154.20	13.20	-56.40	-93.00	-109.50	109.50	-109.50	-109.50	05 60	109.50	-109.50	109.50
-40.50 38.40 53.10 222.90 222.90 222.90 222.90 222.90 222.90 222.90 222.90 222.90 222.90 222.90 222.90	0 5	-17.10	95.70	88.88	264.88	-233.70	174.00	-174.00	.174.00	-174.00	-174.00	-174.00	-174.00	-174.00	-174 00	-174.00	-174.00	-174.00
	ઠ	-40.50	38.40	53.10	-522.90	-222.90	.522.90	-222.90	.222.90	-222.90	-222.90	-222.90	.552.90	-222.90	-522 90	-222.90	.22.90	-222.90

Prior-Service Officers

The analysis of prior-service officers' RMC is more difficult to depict because of the variation in when members start and stop using the Officer/Enlisted (OE) pay scale. Officers using the OE scales must have at least four years of prior enlisted or warrant officer service; therefore, they may enter the scale at any point beyond the fourth year. Depiction is further complicated because once these members are promoted to O-4, they transfer to the officer pay scale. Because the OE scale includes only the grades O-1 to O-3, the figures do not reflect a complete career path, but only the period when the officer is below the grade of O-4.

Figure 2-22 shows the average prior-service officer's change in RMC components. The changes in subsistence and tax advantage are similar to those for officers. The housing floor is not a factor because the average prior-service officer's housing allowance exceeds the housing floor. The change in basic pay reflects the linkage of the OE table to the officer table. Where the pay at the lower end of the officer table has been somewhat reduced, it is also reflected in the OE table. This reduction appears exaggerated in Figure 2-22 where only pay grades O-1 to O-3 are shown.

Figure 2-23 shows the RMC levels for prior-service officers in grades O-1 to O-3. The variation of entry points onto the OE tables hides the promotion raises that were distinct in the enlisted and officer figures. Figures 2-24 and 2-25 compare the current and proposed RMC and basic pay levels, showing that officers who enter the OE table and remain there after year 16 would earn a higher lifetime RMC than now. Tables 2-15 and 2-16 show these changes in RMC and basic pay using a cell-by-cell format.

Figure 2-26 compares current and proposed RMC levels along two hypothetical career paths for prior-service officers. One set of lines depicts a notional career path for an officer with four years of prior enlisted service; and the second set, for an officer with 10 years of prior enlisted service. The notional career paths assume that both officers followed current DoD enlisted promotion timing and DOPMA promotion guidelines.

Figures 2-27 and 2-28 depict the cumulative average change in RMC for 20- and 30-year careers. Again, this chart applies to only the members in grades O-1 to O-3. Because the significant increase at the O-4 promotion (which occurs at about 10 years of commissioned service) is not included, the average change for members below the tenth YOS is not totally represented. RMC will be higher in these years for those who are eventually promoted to O-4. While the prior-service officer's RMC would decrease somewhat in the early commissioned years, average RMC will increase for those who make the military a career.

Figure 2-29 shows the change in RMC and retirement pay for prior-service officers who retire below the rank of O-4. These members would all enjoy a substantial increase in their retirement pay. The basic pay changes and increase to retirement levels are shown in a cell-by-cell format in Table 2-16.

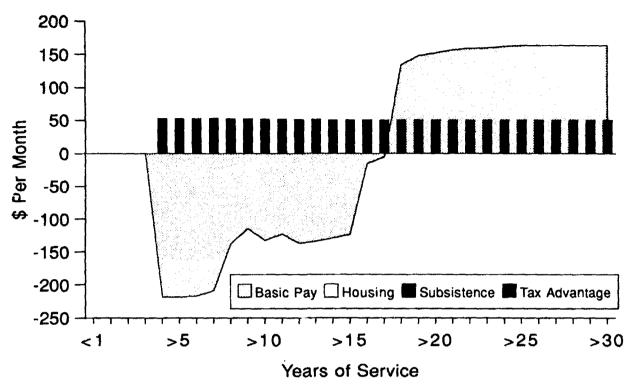


Figure 2-22. Change in components of RMC for prior-service officers (1994)

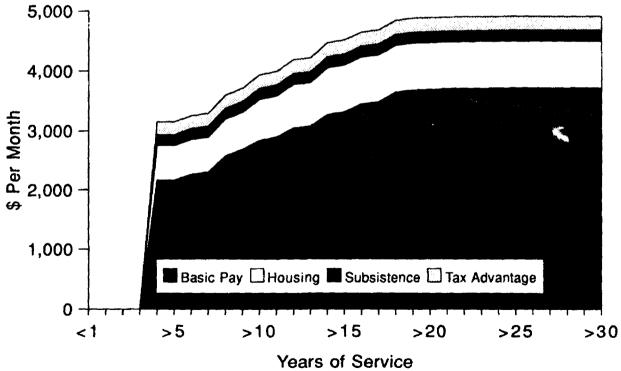


Figure 2-23. Prior-service officers' proposed RMC by component (1994)

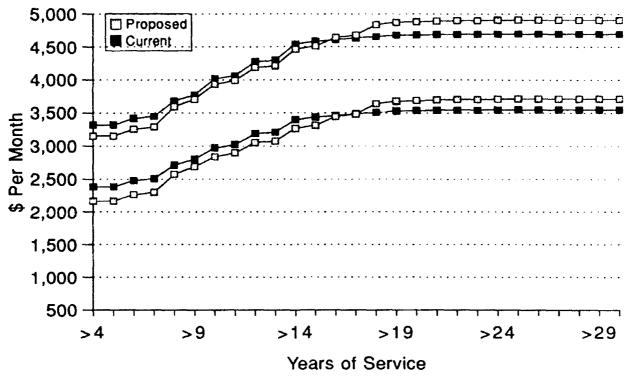


Figure 2-24. Prior-service officers' current and proposed RMC and basic pay (1994)



Figure 2-25. Difference in prior-service officers' RMC (1994)

Table 2-15. Prior-service and warrant officers' current and recommended RMC comparison

1994 C	1994 Current Pay Table	, Table															
	⊽	7	25	Z,	¥	ኇ	ሟ	>10	>12	>14	×16	× 8 4	×20	>25	>24	>26	>28
0E-3	0	0	0	0	4013	4149	4256	4423	4584	4719	4719	4719	4719	4719	4719	4719	4719
OE-2	0	0	0	0	3590	3643	3725	3865	3973	4053	4053	4053	4053	4053	4053	4053	4053
OE-1	0	0	0	0	5960	3100	3181	3263	3344	3455	3455	3455	3455	3455	3455	3455	3455
3	c	c	c	c	c	c	c	c	c	c	c	0	968	5038	5038	5318	5318
2 3	33.49	93.49	35,0	35,00	3562	3674	3782	3800	4083	4219	43%	4411	4516	4628	4628	4899	4899
, °	2 5	3040	3 6	3000	3240	3275	3437	3575	3657	3740	28.10	3005	4016	4123	4123	4230	4230
2 5	3738	3738	2220	2880	20.45	3041	3154	3235	3318	3308	3482	3564	3645	3751	3751	3751	3751
×	2303	2303	2516	2516	2655	2737	2818	2898	2983	3063	3146	3225	3311	3311	3311	33:11	3311
	1	,															
96	1994 Proposed Pay Table	ay Table												,	,	į	-
<u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>	⊽	7	7,	ሜ	¥	ኇ	ሟ	× 10	>12	>14	>16	×18	8	× 55	×24	×26	87
OE-3	٥	0	0	0	3920	4044	4292	4416	4540	4664	4788	4932	4932	4932	4932	4932	₹835
OE-2	0	0	0	0	3408	3521	3633	3746	3859	3971	3971	3971	3971	3971	3971	3971	3971
OF-1	0	0	0	0	2789	2905	3015	3128	3240	3353	3353	3353	3353	3353	3353	3353	3353
·											,	,	;		į		
<u>₩</u> -5	0	0	0	0	0	0	0	0	0	0	0	0	4949	2080	5211	5342	28
₹	3375	3443	3510	3578	3646	3758	3871	3984	4096	4209	4322	4455	4568	4682	4796	4910	5024
W-3	2963	3031	3098	3766	3234	3335	3436	3538	3639	3741	3842	3964	4066	4169	4272	4374	17.4
W-2	2670	2738	2805	2873	2941	3031	3121	3211	3301	3391	3482	3692	3683	3774	3866	3866	3866
*	2294	2361	2429	2497	2564	2737	2821	2905	2890	3075	3159	3264	3264	3264	3264	3264	3264
1994	ay Table:	cell-by-ce	1994 Pay Table: cell-by-cell comparison	, Jon													
	⊽	7	7	ሜ	¥	ኇ	ሟ	√	>15	×14	× 16	× 48	8	> 55	×24	>56	×28
OE-3	X/A	A/N	X/A	ΑX	-92.91	-104.61	36.39	-6.81	43.41	-55.41	68.49	212.49	212.49	212.49	212.49	212.49	212.49
OE-2	Ą	A/A	A/N	N/A	-182.07	-122.37	-92.07	-118.77	-113.97	-81.57	-81.57	-81.57	-81.57	-81.57	-81.57	-81.57	-81.57
OE-1	N/A	N/A	N/A	K/X	-170.44	-198.34	-166.24	-135.34	-194.44	-102.34	-102.34	-102.34	-102.34	-102.34	-102.34	-102.34	-102.34
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X-4	26.80	94.60	5.50	70.00	84.10	87.40	89.20	91 90	13.30	-9.80	4.10	43.90	52.60	5 .	168.10	1.50	125.50
₩-3	-86.98	-22.18	-123.28	-55.48	-15.88	60.32	-0.28	-37.18	-18.28	0.92	22.82	58.52	50.42	45.92	148.52	144.02	246.62
W-2	-67.77	-0.27	-74.97	-7.47	5.13	-10.47	-32.67	-24.57	-16.47	-6.57	-0.87	27.93	38.43	22.83	114.33	114.33	114.33
<u>×</u>	-9.76	57.74	-87.76	-19.96	-91.36	9.46	3.14	7.68	7.34	11.24	13.34	38.24	-46.96	-46.96	96.98	46.96	46.96

Table 2-16. Prior-service and warrant officers' current and recommended basic pay comparison (BAS recommendations included)

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2190 1991 1744 1453		0	0	0	0	0	0	0	0	0	0	3738	3880	3880	4160	4160
1991 1744 1453	2190 23	2350 2	2350	2404	2513	2624	2734	2925	3061	3168	3253	3358	3470	3470	3741	3741
1744				2187	2213	2375	2513	2595	2678	2757	2843	2954	3061	3061	3168	3168
1453				1941	2047	2159	2241	2324	2404	2488	2570	2651	2757	2757	2757	2757
	1453 16	1666	. 9991	1805	1886	1967	2047	2132	2213	2295	2375	2460	2460	2460	2460	2460
1994 Proposed Pay Table	able															
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٥		0	0	5309	2421	2534	2647	2759	2872	2872	2872	2872	2872	2872	2872	2872
0		0		1824	1937	2049	2162	2275	2387	2387	2387	2387	2387	2387	2387	2387
	c	c	c	c	o	c	c	c	c	c	c	3743	3874	4005	4136	4266
2169	_	4		2439	2552	365	77.70	2800	3003	3116	3248	3362	37.75	3500	3704	3818
1853				2124	2225	2327	2428	252	2631	2732	2854	2957	3059	3162	3264	3367
1628				1898	1988	2073	2169	2259	2349	2439	2549	2641	2732	2824	2824	2824
	-	1529		1664	1836	1921	2005	2090	2174	2259	2363	2363	2363	2363	2363	2363
 1994 Pay Table: cell-by-cell comparison	by-cell con	nparison														
\ \\ \\		. 24	z,	¥		જ	>10	>12	* * * * * * * * * * * * * * * * * * *	>16	×18	^ 50	>25	>24	>26	>28
	<i>ح</i> ـ	~		•		-13.20	-56.40	-93.00	-105.00	18.90	162.90	162.90	162.90	162.90	162.90	162.90
Z/A				٠	٠	143.70	-170.40	-165.60	-133.20	-133.20	-133.20	-133.20	-133.20	-133.20	-133.20	-133.20
OE-1 N/A N/A	A/N A/A		N/A	-222.90	250.80	218.70	-187.80	-156.90	-154.80	-154.80	-154.80	-154.80	-154.80	-154.80	-154.80	-154.80
N/S N/A N/A		Ψ/N	4/N	W.X	A/A	¥ Z	A/A	A/N	A/A	A/A	A/A	5 40	5 70	125.10	-24 60	06 20
-21.60	Š	e G	9		39.00	40.80	43 50	35 10	58.20	-52 50	4.50	2	5 70	119 70	38.90	77 10
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-115.80					-58.50	-80.70	-72.60	64.50	-54 60	48.90	-20.10	9.6	-25.20	96.30	66.30	66.30
-59.10					-49.80	46.20	-41.70	-45.00	-38.10	36.00	-11,10	96,30	96.30	-96.30	-96.30	-96.30

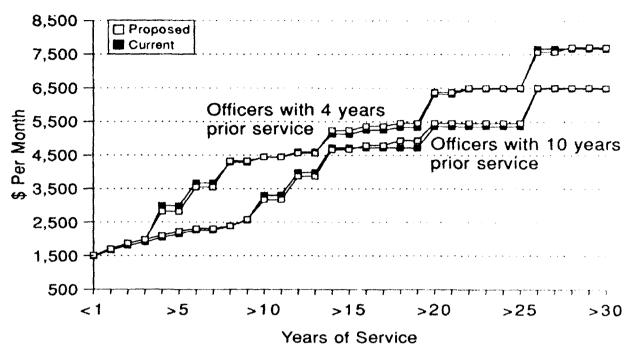


Figure 2-26. Officers with over 4 and over 10 years of prior enlisted service current and proposed RMC (1994)

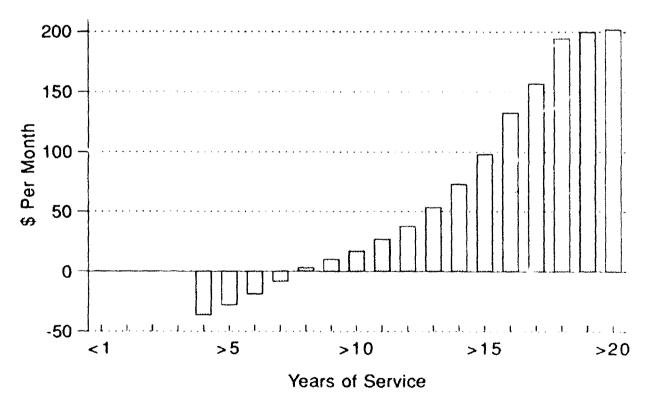


Figure 2-27. Prior-service officers' cumulative average change in RMC if looking to 20 YOS

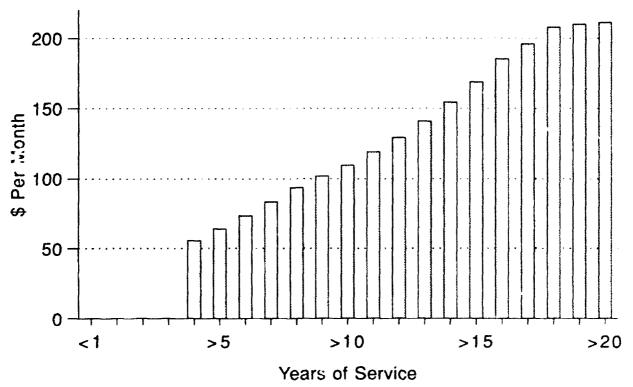


Figure 2-28. Prior-service officers' cumulative average change in RMC if looking to 30 YOS

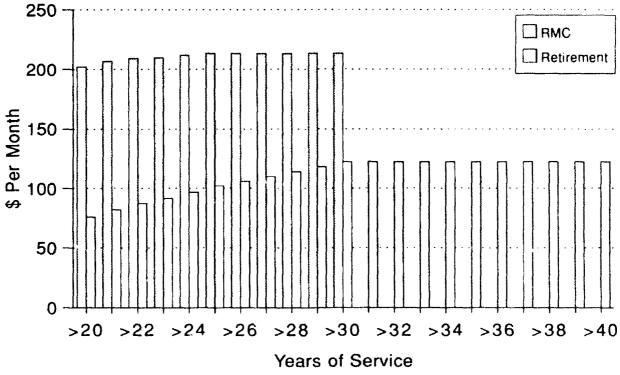


Figure 2-29. Prior-service officers' change in RMC and retirement after 20 YOS

Warrant Officers

Warrant officers, like prior-service officers, enter their pay table at varying years of service; however, they normally keep using that pay table throughout the remainder of their careers.

Figure 2-30 shows the change in components of RMC for warrant officers. The changes in the housing and subsistence components mirror those of the prior-service officers' RMC. Basic pay is reduced in the early years, primarily to fund the increase in the subsistence allowance.

Figure 2-31, which shows the average RMC for warrant officers, again hides the promotion increases because of the varying entry points.

Figures 2-32 and 2-33 compare current and proposed changes to RMC. Warrant officers' RMC decreases slightly in the entry point years, while increasing later. The average crossover occurs during year 15. Retirement levels, as can be inferred from basic pay shown in Figure 2-32, remain about the same or increase for warrant officers. Additionally, promotions to the new pay grade of W-5 are not incorporated into these averages because the population distributions used contained no W-5 pay grade.

Figures 2-34 and 2-35 indicate the average change in future RMC for warrant officers. In nearly every case, average RMC will increase for career warrant officers. Two-thirds of the warrant officers enter the pay table after the over-6 YOS point, and half enter after the over-9 YOS point.

Figure 2-36 shows the RMC and retirement change for retirement-eligible warrant officers. Retirement pay will increase for most of these officers or will be nearly equal.

Tables 2-15 and 2-16 compare the changes in RMC and basic pay for warrant officers using a cell-by-cell format.

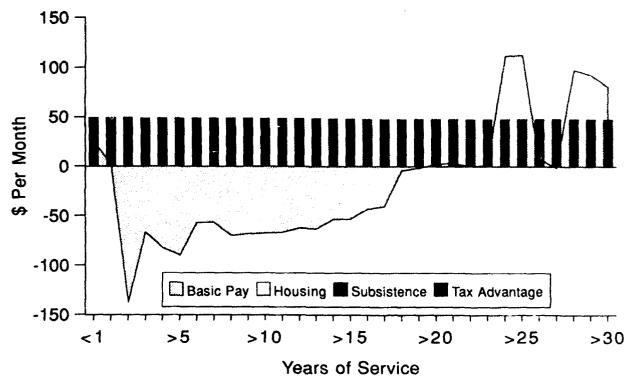


Figure 2-30. Change in components of RMC for warrant officers (1994)

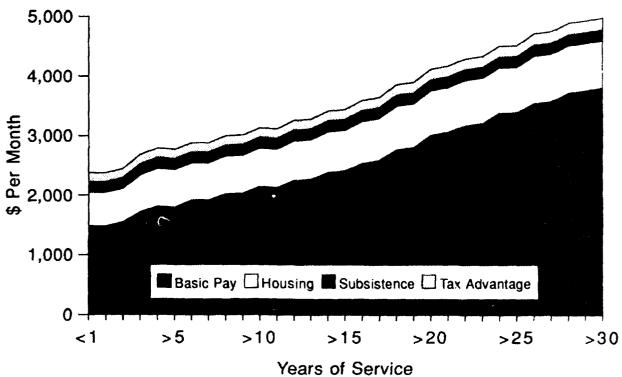


Figure 2-31. Warrant Officers' proposed RMC by component (1994)

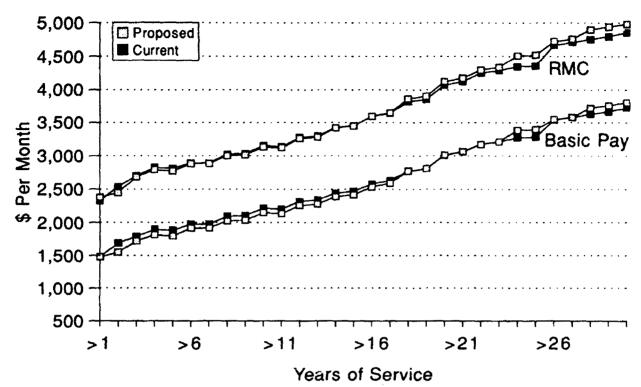


Figure 2-32. Warrant officers' current and proposed RMC and basic pay (1994)

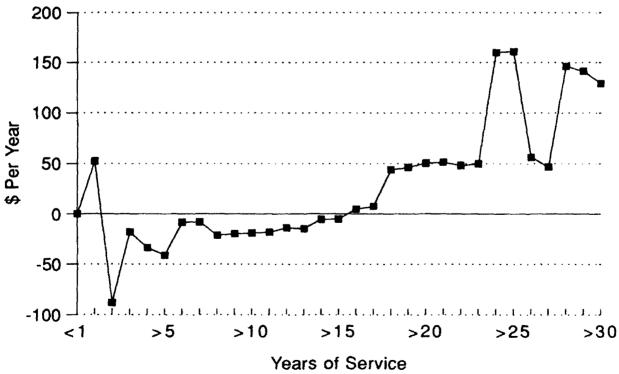


Figure 2-33. Difference in warrant officers' RMC (1994)

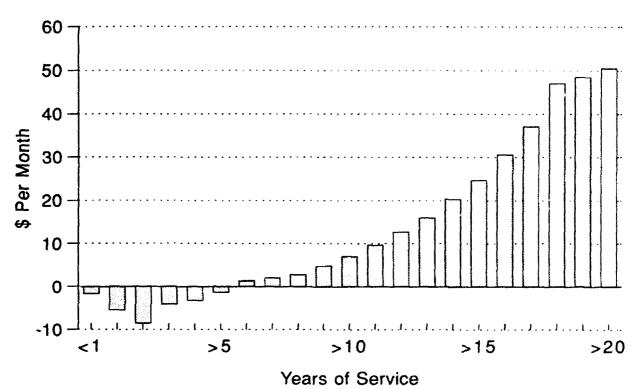


Figure 2-34. Warrant officers' cumulative average change in RMC if looking to 20 YOS

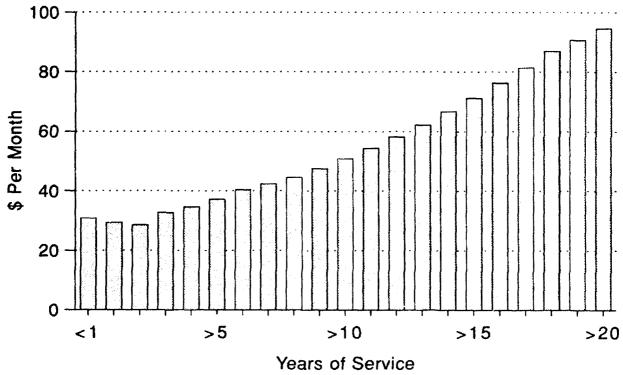


Figure 2-35. Warrant officers' cumulative average change in RMC if looking to 30 YOS

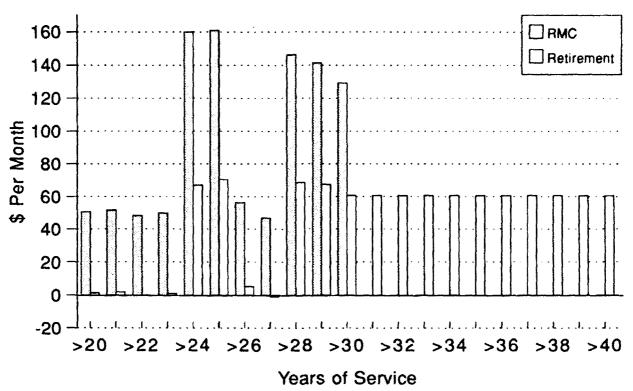


Figure 2-36. Warrant officers' change in RMC and retirement after 20 YOS

INTEGRATION AND TRANSITION

CHAPTER 3—TRANSITION

INTRODUCTION

This chapter analyzes transition alternatives for implementing the QRMC recommendations. The following transition options are examined:

- Incorporation of changes in a single year, coinciding with the January 1994 annual pay raise.
- Incorporation of changes in near equal amounts over multiple years. Two-year (January 1994 and 1995) and three-year transitions (January 1994 through January 1996) are presented.
- A modified one-year transition option, incorporating most changes in a single year, but stretching significantly large changes over multiple years.

Methodology

For each option, the recommended percentage changes in basic pay and RMC are compared to the projected unrevised annual pay raise for the transition year. In each transition year, the full projected ECI pay raises of 4.3 percent, 4.1 percent, and 4.0 percent for 1994, 1995, and 1996, respectively, are used.

Tables on basic pay and RMC have been developed for each option. These compare annual pay raises in a cell-by-cell format. Each table shows the transition-year pay level, the previous year's pay level, and the percentage change. Separate tables are included for enlisted members, officers, and prior-service and warrant officers. These sets of tables are attached in Appendices A through C.

As well as indicating changes to retirement pay, the basic pay tables indicate the impact on monthly pay for members who receive subsistence and housing in kind. A major weakness of examining only basic pay changes is that the impact on the majority of service members who receive cash allowances is not revealed. For this reason, the percentage change in RMC has been calculated to give a fuller indication of the overall impact. Even though some members do not receive cash allowances, the RMC tables account for the changes in the value of housing and subsistence provided in kind.

Figures 3-1 and 3-2 show the proportion of enlisted members and officers who receive housing allowances versus those living in government quarters. Figure 3-3 shows the proportion of enlisted members who receive the subsistence allowance versus food in kind. All officers receive BAS.

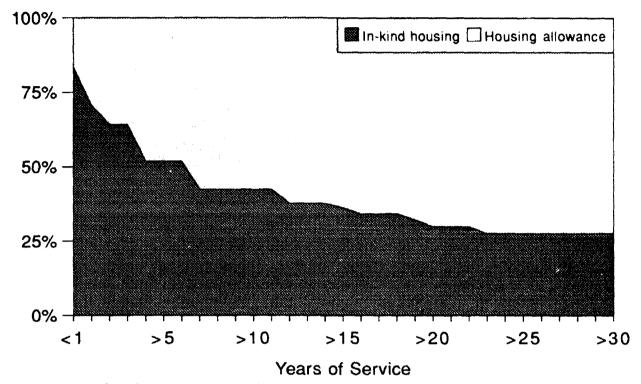


Figure 3-1. Enlisted members' in-kind housing and housing allowance ratio

Why Is Transition Required?

Our proposed corrections in the structure of the pay table would transfer money from longevity raises, which were too large, to inadequate promotion and longevity raises. By design, the recommended basic pay tables generally equalize the longevity pay raises within each grade, and make promotion raises larger than longevity increases. As a result, the level of pay in some pay table cells would decrease, while increasing in others. A transition plan is needed to ensure that no member experiences a pay cut as a result of restructuring the pay table.

Once the transition plan has been implemented, members who then move into a new pay cell (by virtue of time in service or promotion) would realize the full intended pay raise. However, if a mid-year switch to the new pay table is made, every member in a pay cell that

⁹Housing and subsistence allowance distribution data were derived from Department of Defense, OASD (FM&P) MM&PP, Directorate of Compensation, Selected Military Compensation Tables: January 1991 Pay Rates, A5; data as of 1 Jan 91.

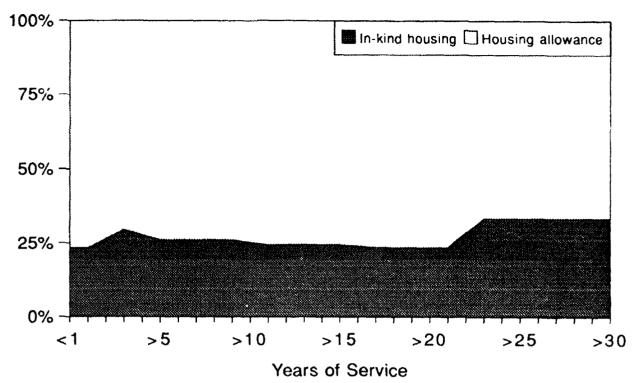


Figure 3-2. Officers' in-kind housing and housing allowance ratio

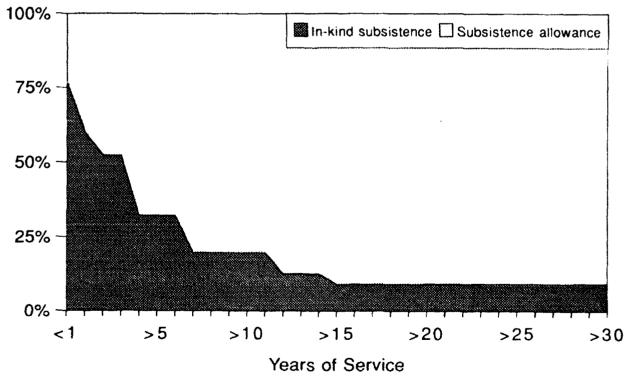


Figure 3-3. Enlisted members' in-kind subsistence and subsistence allowance ratio

is reduced would require save pay. So all transition options were developed to occur in conjunction with an annual pay raise, thus reducing the impact on these members and the requirement for as many save-pay provisions. There are, however, some cases that require special consideration. For example, the smoothing of longevity raises from 22 years to 28 years of service will require a special transition to preclude unintended lifetime earnings losses to retirement-eligible members otherwise caught in the transition.

Developing Transition Pay Tables

The one-year transition option incorporates all the changes discussed in the previous chapter when the annual pay raise is implemented on January 1, 1994.

The multi-year transitions are more complex and require developing tables for each of the mid-transition years. The last year of the transition (1995 for the two-year transition and 1996 for the three-year transition) is simply the one-year transition pay table increased to the final year based on the annual projected pay adjustments (i.e., projected ECI). In both multi-year transition options, the housing floor recommendation is completely incorporated in the first year. The QRMC feels that this important safety net for junior enlisted members is urgently needed and should not be phased in.

Computing the mid-year basic pay tables, which begin on January 1, 1994, requires several steps:

- First, the proposed and current basic pay tables are adjusted by the projected pay raises to the last year of the transition.
- Then, the total change in each pay table cell in the last year is divided by the number of transition years.
- Next, the resulting fraction for each cell is then decreased by the annual pay adjustments for the mid-years.
- Last, the reduced fractions for each cell are then added or subtracted to the appropriate current basic pay table projections for the mid-years in the transition.

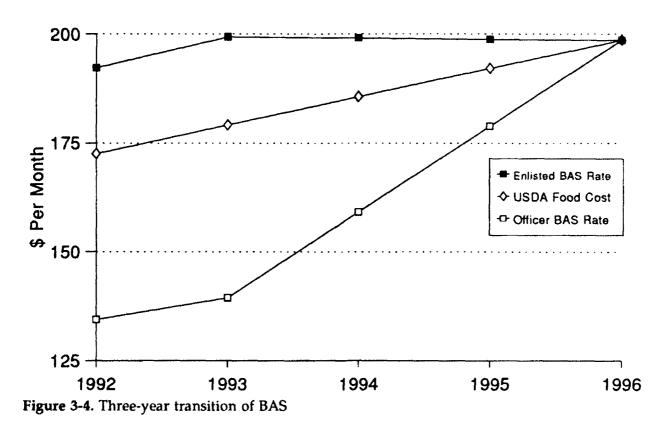
The BAS rates for the transition years are determined similarly:

- First, the difference between the USDA food cost and projected existing rates for BAS in the last transition year is determined for officers and enlisted members.
- This difference is then divided by the number of transition years.
- Finally, the fractional difference, multiplied by the year of the transition, is added to the current BAS rate projection in each transition year.

Table 3-1 provides the projected USDA food costs, current BAS rate projections, and transition BAS rates. Figure 3-4 displays the USDA food cost projections and transition BAS rates for officers and enlisted members for the three-year transition option.

Table 3-1. Transition rates for BAS

	1992	1993	1994	1995	1996
Projected USDA Food Cos	t				
	172.59	179.15	185.60	192.09	198.62
Current BAS projections					
Officers	134.42	139.39	145.39	151.35	157.40
Enlisted	192.25	199.36	207.93	216.46	225.12
Two-year transition phase-	in BAS rates				
Officers	134.42	139.39	165.76	192.09	
Enlisted	192.25	199.36	195.75	192.09	
Two-year transition BAS A	nnual Change				
Officers	£ 42	4.97	26.37	26.33	
Enlisted	7.75	7.11	-3.61	-3.66	
Three-year transition phase	e-in BAS rates				
Officers	134.42	139.39	159.13	178.83	198.62
Enlisted	192.25	199.36	199.10	198.80	198.62
Three-year transition BAS	Annual Change				
Officers	5.42	4.97	19.73	19.70	19.79
Enlisted	7.75	7.11	-0.26	-0.31	-0.17



The last step in developing the transition-year pay tables is to combine the BAS changes with the basic pay changes. The BAS differentials are added to or subtracted from the transition-year basic pay tables, accounting for enlisted members' tax advantage and the trade-off factors as described in the previous chapter.

ONE-YEAR TRANSITION

The major benefit of a one-year transition option is its immediacy: the impact of all the changes would occur at once, and the following year's pay raise would return to an equal percent for all members. However, a one-year transition would require the largest save-pay provisions, both in terms of number of members involved and total save-pay costs.

In this section, the percentage changes in basic pay and RMC under a one-year transition are examined for each of the four pay grade categories (enlisted members, officers, priorservice officers, and warrant officers). This analysis specifically focuses on members whose level of pay would decrease or increase by less than half of their otherwise projected pay raise.

Tables 3-2 and 3-3 show the percentage changes in the basic pay table and RMC from 1993 to 1994 for the one-year transition option. These percentage changes can then be compared to the projected pay raise of 4.3 percent.¹⁰ The outlined cells indicate where the increase in basic pay or RMC amounts to less than half the projected pay raise.

Enlisted Members

<u>Basic Pay</u>. As indicated in Table 3-2, enlisted members' basic pay raises will be larger than the projected 4.3 percent along the typical career path, with two exceptions.

First, enlisted members who have less than two YOS may realize slight increases or decreases in basic pay. Advancement through these cells is rapid, and these members will recover losses through gains in future income. However, even a short-term pay reduction was considered inappropriate. Therefore, the QRMC assumed that members entering the service will appropriately start with the restructured pay table, while save-pay provisions will be required for some members currently in the force.

Second, senior enlisted members who are at or near the over-26 year point may receive less basic pay and, hence, less retirement pay than anticipated. Members approaching the over-26-year point will receive a substantial pay increase from the new over-24 longevity raise, but the net benefit they receive will depend on how many months they have remaining before going over 26 YOS. Special consideration is appropriate for those members at or near the 26-year point to ensure they do not lose anticipated retirement income.

¹⁰Shaded areas on the enlisted and officer tables indicate typical career paths. The enlisted career path is based on DoD projected average promotion timing, and the officer career path is based on DOPMA promotion guidelines.

Table 3-2. One-year transition (1993 to 1994) basic pay raise (compare to 4.3 percent)

Figure F																		
NA	Enisted	Member B	asic Pay	ç	ç	7	9	•	ç	Ç	•	,	,	;	1			
NA 150% 50% 50% 65% 75% 75% 65% 75% </td <td></td> <td>⊽ }</td> <td>⊼ ;</td> <td>7</td> <td>2</td> <td>X</td> <td>ጸ</td> <td>ጀ</td> <td>2</td> <td>>12</td> <td>>14</td> <td>× 16</td> <td>×18</td> <td>8,</td> <td>ă</td> <td>×24</td> <td>% %</td> <td>×28</td>		⊽ }	⊼ ;	7	2	X	ጸ	ጀ	2	>12	>14	× 16	×18	8,	ă	×24	% %	×28
NA	ф ф	¥ Z	K/X	₹ Z	ĕ	∢ Ž	Υ Z	¥ X	3.23%	4.17%	5.19%	5.88%	6.75%	7.64%	5.25%	8.45%	1 75%	4.96%
3.44% 7.90% 4.44% 5.12% <th< td=""><td>99 11</td><td>¥ Ž</td><td>¥ Y</td><td>¥</td><td>¥</td><td>¥</td><td>∀</td><td>2.55%</td><td>3.42%</td><td>4.15%</td><td>5.04%</td><td>5.55%</td><td>6.54%</td><td>7.04%</td><td>4.21%</td><td>8.26%</td><td>1.05%</td><td>4.69%</td></th<>	99 11	¥ Ž	¥ Y	¥	¥	¥	∀	2.55%	3.42%	4.15%	5.04%	5.55%	6.54%	7.04%	4.21%	8.26%	1.05%	4.69%
297. 797. 797. 797. 797. 797. 797. 398. 3889. </td <td>E-7</td> <td>3.48%</td> <td>7.80%</td> <td>4.41%</td> <td>5.12%</td> <td>5.81%</td> <td>5.92%</td> <td>6.14%</td> <td>6.21%</td> <td>5.99%</td> <td>4.53%</td> <td>4.43%</td> <td>4.57%</td> <td>2.90%</td> <td>1.99%</td> <td>7.25%</td> <td>%900</td> <td>4.74%</td>	E-7	3.48%	7.80%	4.41%	5.12%	5.81%	5.92%	6.14%	6.21%	5.99%	4.53%	4.43%	4.57%	2.90%	1.99%	7.25%	%900	4.74%
4 97% 6 106 1% 7553 8 133% 4 106 % 4 1	E-6	2.97%	7.97%	4.34%	5.22%	5.79%	6.04%	6.29%	6.32%	4.39%	4.74%	3.62%	3.89%	3.89%	3.89%	3.89%	3.89%	3.89%
247% 8.85% 9.65% 7.59% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 8.40% 9.46% <th< td=""><td>E-5</td><td>4.92%</td><td>10.61%</td><td>7.63%</td><td>8.35%</td><td>9.33%</td><td>7.08%</td><td>7.21%</td><td>7.30%</td><td>5,33%</td><td>4.89%</td><td>4.89%</td><td>4.89%</td><td>4.89%</td><td>4.89%</td><td>4.89%</td><td>4.89%</td><td>4.89%</td></th<>	E-5	4.92%	10.61%	7.63%	8.35%	9.33%	7.08%	7.21%	7.30%	5,33%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%
	<u>Ф</u>	2.47%	8.58%	9.45%	9.64%	7.59%	8.40%	8.40%	8.40%	8.40%	8.40%	P.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%
4 SEGYA C123%	E-3	-1.30%	5.22%	6.77%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%
	E-2	-6.50%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%
4 3.62% N/A N/A <td>ய்</td> <td>4.16%</td> <td>-4.16%</td> <td>4.16%</td> <td>4.16%</td> <td>-4.16%</td> <td>-4.16%</td> <td>-4.16%</td> <td>-4.16%</td> <td>4.16%</td> <td>-4.16%</td> <td>-4.16%</td> <td>-4.16%</td> <td>-4.16%</td> <td>4.16%</td> <td>4.16%</td> <td>4.16%</td> <td>4.16%</td>	ய்	4.16%	-4.16%	4.16%	4.16%	-4.16%	-4.16%	-4.16%	-4.16%	4.16%	-4.16%	-4.16%	-4.16%	-4.16%	4.16%	4.16%	4.16%	4.16%
Name A	E-1 <4	3.62%	N/A	Ϋ́	Z/A	Ϋ́	¥ Ž	¥	Ϋ́	A/A	N/A	N/A	N/A	N/A	N/A	₹	₹ Y	¥ Z
10 10 10 10 10 10 10 10	Officer B	asic Pay																
370% 289% 289% 561% 833% 694% 956% 629% 817% 383% 639% 190% 408% 627% 209% 355% 367% 151% 415% 679% 679% 629% 817% 383% 190% 408% 627% 209% 355% 386% 367% 151% 415% 679% 180% 180% 310% 628% 698% 369% 180% 310% 369% 310%<		⊽	7	%	ል	*	δy	જ	10	>12	* 14	>16	×18	20	8	>24	8%	828
362% 385% 385% 151% 415% 415% 6.79% 6.72% 930% 7.40% 988% 3.70% 6.28% 2.86% 5.04% 7.22% 2.10% 3.85% 3.	0-10	3.70%	3.70%	2.89%	2.89%	5.61%	8.33%	6.94%	9.56%	6.29%	8.77%	3.83%	6.39%	1.90%	4.08%	6.27%	2 09%	4 15%
3.55% 3.55% 3.35% 0.83% 0.83% 1.55% 4.09% 1.80% 4.23% 2.39% 0.64% 0.91% 1.16% 0.93% 3.04% 3.24% 3.35% 3.99% 0.25% 0.25% 0.25% 0.25% 2.80% 2.80% 2.80% 1.80% 1.80% 1.80% 1.80% 0.64% 0.91% 1.16% 0.93% 3.51%	6 0	3.62%	3.62%	3.67%	1.51%	4.15%	6.79%	6.72%	9.30%	7.40%	9.88%	3.70%	6.26%	2.86%	5.04%	7.22%	2.10%	4.13%
3.39% 3.39% 0.25% 0.25% 0.25% 1.30% 2.52% 5.81% 3.12% 1.20% 1.46 % 1.30% 2.64% 6.08% 3.54% 1.01% 1.53% 4.07% 1.32% 3.12% 1.20% 1.46 % 1.89% 1.46 % 1.04% 1.0	8	3.55%	3.55%	3.33%	0.93%	3.66%	6.39%	1.55%	4.08%	1.80%	4.23%	2.39%	0.64%	-0.91%	-1.18%	0.93%	3.04%	5.16%
-5.31%	<u>6</u>	3.39%	3.39%	0.25%	0.25%	3.68%	2.52%	5.81%	3.12%	6.22%	4.13%	-2.64%	-6.08%	-3.54%	-1.01%	1.53%	4.07%	6.60%
4.31% 10 82% 0.07% -1.35% 3.83% 14 15% 15 81% 14 64% 11 89% 7.11% 4.53% 4.34% 3.51%	ဖှ ဝ	-5.31%	0.10%	-4.33%	-5.77%	1.32%	3.12%	7.57%	12.02%	16.47%	16.94%	4.69%	5.14%	7.92%	4.72%	7.43%	1.56%	4.05%
399% 1171% 192% 211% 3.83% 10.01% 13.08% 9.65% 7.40% 6.14% 4.96% 4.56%		4.31%	10.82%	-0.07%	-1.35%	3.83%	8.99%	14.15%	15.81%	14.64%	11.89%	7.11%	4.63%	4.34%	3.51%	3.51%	3.51%	3.51%
2.87% 6.43% 3.49% 4.59% 0.92% 0.110% 3.85% 2.49% 0.44% 1.0	9	3.99%	11.71%	1.92%	2.11%	3.83%	10.01%	13.08%	9.65%	7.40%	6.14%	4.96%	4.56%	4.56%	4.56%	4.56%	4.56%	4.56%
3.36% 9.63% 6.14% 6.89% 5.29% 2.60% 2.60%	e 6	-2.87%	6.43%	3.49%	4.59%	-0.92%	-1.10%	3.85%	2.49%	1.46%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%
Service Officer Basic Pay 1.71% 6.77% 7.58% 7.06% 7.0	7.0	3.36%	9.63%	6.14%	-6.89%	-5.29%	-2.69%	-2.69%	-2.69%	-5.69%	-5.69%	-2.69%	-5.69%	-2.69%	-5.69%	-5.69%	-2.69%	-2.69%
Service Officer Basic Pay 1	2	1.71%	6.77%	7.58%	-7.06%	-7.06%	-7.06%	.7.06%	-7.06%	. 4.06%	%90 '2-	%90'2-	%90°L-	%90 '2-	%90' 2-	%90 '2-	-7.06%	%90' 2-
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 N/A N/A N/A N/A N/A N/A -0.92% -1.10% 3.85% 2.49% 1.46% 1.22% -0.32% -0.32% 9.09	Prior-Ser	vice Office	r Basic Pay															
N/A N/A N/A N/A N/A N/A N/A -0.92% -1.10% 3.85% 2.49% 1.26% 1.22% 4.86% 9.09%		٧	7	ζ,	አ	4	ý	ፙ	510	>12	×14	<u>>16</u>	×18	8,	Š	>24	5 56	>28
NA NIA NIA NIA NIA NIA NIA NIA NIA NIA N	OE-3	Ϋ́	N/A	N/A	N/A	-0.95%	-1.10%	3.85%	2.49%	1.46%	1.22%	4.86%	80.6	%60.6	%60.6	8.00%	80.6	860 6
Tant Officer Basic Pay 1.26% 1.27% 1.06% 1.25% 1.06% 1.206	0E-2	N V	Ϋ́	¥ Z	¥ N	-5.29%	-2.69%	-1.30%	-2.01%	-1.60%	-0.32%	-0.32%	-0.32%	-0.32%	0.32%	-0.32%	-0.35%	-0.32%
A 142% 1.25% 1.25% 1.23% 1.55% 1.45% 1.65% 2.55%	<u>0</u>	Ψ Ž	Α X	¥	Υ X	-7.06%	-7 65%	-5.75%	-4.03%	-2.43%	-5.06%	-5.06%	-2.06%	-2.06%	-2.06%	-5.06%	-5.06%	.5.06%
<1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 N/A N/A N/A N/A N/A N/A N/A N/A N/A 123 2.35 2.57 4.15% 7.65% 3.69% 3.27% 5.26% 5.26% 5.93% 5.96% 3.05% 2.32% 2.57% 4.16% 4.43% 4.47% 7.90% 3.27% 2.91% 0.64% 3.96% 1.27% 4.89% 2.19% 0.77% 1.65% 2.48% 3.36% 4.70% 4.24% 7.74% 7.47% 2.65% 1.42% 2.00% 1.31% 0.41% 0.92% 1.40% 1.93% 3.92% 3.35% 6.81% 6.81% 0.06% 4.91% -0.04% 3.53% 1.55% 2.17% 2.25% 2.50% 2.66% 3.81% 3.81% 3.81% 3.81%	Warrant	Officer Bas	ic Pay															
N/A N/A <td></td> <td>7</td> <td>7</td> <td>۲,</td> <td>ξ</td> <td>¥</td> <td>ò</td> <td>ፙ</td> <td>^10</td> <td>>12</td> <td>41<</td> <td>>16</td> <td>×18</td> <td>8,</td> <td>Ř</td> <td>>24</td> <td>×28</td> <td>>28</td>		7	7	۲,	ξ	¥	ò	ፙ	^10	>12	41 <	>16	×18	8,	Ř	>24	×28	>28
3.27% 6.50% 2.26% 5.26% 5.91% 5.93% 5.96% 3.05% 2.32% 2.57% 4.16% 4.43% 4.47% 7.90% 3.27% -2.91% 0.64% -3.96% -0.68% 1.27% 4.89% 2.19% 0.77% 1.65% 2.48% 3.36% 4.70% 4.40% 4.24% 7.74% 7.47% -2.62% 1.42% -2.50% 1.23% 2.041% 0.92% 1.40% 1.93% 2.25% 3.48% 3.92% 3.35% 6.81% 6.81% 0.06% 4.91% -3.83% 1.54% 1.65% 2.17% 2.25% 2.50% 3.81% 3.81% 3.81% 3.81% 3.81%	¥-5	ΚŅ	ΥX	Υ Y	N/A	Y/Y	N/A	N/A	ΚŅ	Y/A	ΥX	N/A	ΚX	4.45%	4.15%	7.66%	3.69%	6.97%
2.91% 0.64% 3.96% 0.68% 1.27% 4.89% 2.19% 0.77% 1.65% 2.48% 3.36% 4.70% 4.40% 4.24% 7.44% 7.44% 7.47% 7.47% -2.62% 1.42% 2.50% 1.23% 2.00% 1.31% 0.41% 0.92% 1.40% 1.93% 2.25% 3.48% 3.92% 3.35% 6.81% 6.81% 0.06% 4.91% -4.28% 0.04% 3.53% 1.54% 1.54% 2.25% 2.55% 2.66% 3.81% 3.81% 3.81% 3.81% 3.81%	¥-¥	3.27%	%05'9	2.26%	2.26%	5.84%	5.91%	5.93%	2.96%	3.05%	2.32%	2.57%	4.16%	4.43%	4.47%	7.90%	3.27%	6.45%
-262% 1.42% -2.50% 1.23% 2.00% 1.31% 0.41% 0.92% 1.40% 1.93% 2.25% 3.48% 3.92% 3.35% 6.81% 6.81% 0.063% 4.91% 1.428% 4.91% 0.04% 3.81% 3.81% 1.54% 1.55% 2.17% 2.25% 2.56% 3.81% 3.81% 3.81% 3.81% 3.81% 3.81% 3.81%	€-3	-2.91%	0.64%	-3.96%	-0.68%	1.27%	4.89%	2.19%	0.77%	1.65%	2.48%	3.36%	4.70%	4.40%	4.24%	7.74%	7.47%	10.84%
<u> 0,06% 4,91% -4,28% -0,04% 3,83% 1,54% 1,85% 2,17% 2,25% 2,50% 2,66% 3,81% 3</u>	X-2	-2.62%	1.42%	-2.50%	1.23%	2.00%	1.31%	0.41%	0.92%	1.40%	1.93%	2.25%	3.48%	3.92%	3.35%	6.81%	6.81%	6.81%
	W-1	%90.0	4.91%	-428%	-0.04% I	-3.83%	1.54%	1.85%	2.17%	2.25%	2 50%	2.66%	3.81%	3.81%	3.81%	3.81%	3.81%	3.81%

Table 3-3. One-year transition (1993 to 1994) RMC raise (compare to 4.3 percent)

Name	Enlisted &	Entisted Member RMC																
N A N A N A N A N A N A N A N A N A N A		•··	-	×2	č	ž	፠	87	×10	>12	414	>16	×18	>20	×22	>24	×86	>28
NA	ō.u.	Z.	Y Z	N.A	N.A	N/A	ĄŽ	K/A	2.83%	3.48%	4.20%	4.69%	5.32%	5.37%	4.32%	6,81%	1.80%	3.94%
2 Eur. 5 GOV. 3 day. 3 day. 4 day. 4 day. 4 day. 4 day. 3 day.<		A.Z	V Z	N.A	N/A	N/A	N/A	2.30%	2.89%	3.39%	4.00%	4.37%	5.07%	5.44%	3.51%	6.36%	1.26%	3.91%
2 272% 5 59% 6 12% 6 15% 7 10% 6 15% 7 10% 6 15% 7 10% 6 15% 7 10% 6 10% 6 15% 7 10% 6 10%		% % %	5.40%	3.44%	3.89%	4.35%	4.45%	4.63%	4.70%	4.58%	3.66%	3.61%	3.72%	4.62%	1.97%	5.62%	0.58%	3.94%
1971 1974 1978		2 72%	5.58%	3.54%	4 09%	4.47%	4.65%	4.84%	4 90%	3.69%	3.93%	3.20%	3.39%	3.39%	3.39%	3,39%	3.39%	3.39%
1,00% 1,00		4 67.5	7.91%	6 28%	6 75%	×36%	8.06%	6.17%	6.25%	4.99%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%
2 94% 6 80% 7 66% 7 66% 9 94% 6 94% 9 94%		4 02%	7.62%	8.17%	8.32 %	7.10%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%
5 56%, 7 66%, 7 66%, 7 69%, 7		2.64%	A 60 %	7.60%	376	34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%
Colored Hold Colo	יי נ טיי	3.56%	769%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%
CERNAC 1 2 2 3 3 3 3 3 4 NA	ı .	7.45%	7 45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%
## PARKET 1967 1972 1973 1974 1975		14,14%	N/A	NA	N/A	NA A	ΝΆ	N/A	ΝA	ΚÀ	NA A	N/A	K/A	ΝΆ	N/A	KA V	N/A	¥ Ž
	Officer R	Ş																
4 55% 4 51% 7 58% 2 98% 3 96% 6 92% 6 66% 8 83% 7 708% 9 48% 4 55% 6 57% 2 89% 4 67% 6 46% 3 00% 4 55% 2 58% 2 58% 7 99% 6 92% 6 66% 8 83% 7 708% 9 93% 4 46% 6 149% 4 46% 6 149% 7 172% 1 39% 4 49% 7 109% 1 105% 1	3	· ``	7,	ç	7	*	Ş	<u>م</u>	710	>12	77. ^	>16	×18	8,	×22	>24	8,	×28
4 55% 4 55% 4 55% 2 88% 7 90% 6 86% 8 83% 7 39% 9 30% 4 46% 6 44% 5 446% 5 446% 5 50% 7 23% 3 09% 4 55% 4 55% 4 55% 6 62% 2 91% 4 42% 6 30% 4 459% 3 446% 6 448% 3 76% 5 50% 7 23% 3 09% 4 55% 4 55% 4 55% 6 62% 2 91% 4 22% 6 50% 4 50% 3 1419% 5 70% 1 12% 0 84% 2 84%	5	6 7 6 19 9	4 51%	, 96%	3,86%	%86°5	8.11%	7.02%	9.08%	6.50%	8.48%	4.50%	6.57%	2.89%	4.67%	6.46%	3.00%	4.70%
4 55% 4 55% 2 23% 4 25% 4 56% 6 22% 4 49% 2 22% 4 49% 2 22% 4 49% 2 25% 4 49% 2 22% 4 49% 2 25% 4 49% 2 22% 2 22% 4 49% 2 22% 2 22% 4 49% 2 22% 2 22% 4 49% 2 22%	3 6	4 53%	451%	4 55%	2 88%	%06.7	6.92%	898	8.83%	7.38%	9.30%	4.46%	6.48%	3.76%	5.50%	7.23%	3.09%	4.74%
4 55% 4 55% 2 23% 2 22% 7 70% 3 83% 2 22% 4 42% 7 55% 10 59% 18 19% 5 47% 5 10% 11 12% 0 84% 2 182% 4 79% 2 95% 2 50% 4 55% 2 50% 2 55% 2 50% 2 55% 3 10 50% 18 19% 2 54% 5 47% 5 14% 2 180% 2 25% 3 10 50% 2 55% 3 10 50% 2 5	3 3	% € 54 v	2 S	4 34%	253%	4.58%	6.62%	2.91%	848	3.06%	4.93%	3.48%	2.07%	0.80%	0.55%	2.23%	3.91%	2.60%
0.95% 250% 6.55% 1.72% 1.39% 4.49% 7.59% 10.69% 13.80% 14.19% 5.47% 5.78% 7.86% 5.43% 7.446% 2.84% 2.84% 2.84% 2.85% 10.45% 10.	۲ <u>د</u>	6 55.9	455%	223%	2 23%	%0Z v	3.83%	ر 22%	4.22%	6.51%	4.93%	0.31%	-3.10%	.1.12%	0.84%	2.82%	4.79%	%9/.9
5 62% 9 69% 2 547 1 60% 5 11% 8 61% 12.10% 1327k 12.55% 10 70% 5 30% 5 48% 5 58% 5 58% 5 58% 5 58%		5 50 C	2.50%	6.55°	.1 72%	1.39%	4.49%	7 59%	10.69%.	13.80%	14.19%	5.47%	5 78%	7.85%	5.43%	7.48%	2.94%	4.87%
\$\frac{5.66\c,c}{5.66\c,c}\$ \text{1.37\c,c}{1.74\c,c}\$ \text{1.10\c,c}{1.27\c,c}\$ \text{1.00\c,c}{1.27\c,c}\$ \text{1.33\c,c}{1.33\c,c}\$ \text{2.56\c,c}{1.56\c,c}\$ \text{1.044\c,c}{1.12\c,c}\$ \text{1.10\c,c}{1.21\c,c}\$ \text{1.33\c,c}{1.56\c,c}\$ \text{2.94\c,c}{1.56\c,c}\$ \text{2.94\c,c}{1.56\c,c}\$ \text{2.94\c,c}{1.12\c,c}\$ \text{2.94\c,c}{1.56\c,c}\$ \text{2.95\c,c}{1.56\c,c}\$ \text{2.94\c,c}{1.56\c,c}\$ \text{2.95\c,c}\$ \text{2.94\c,c}{1.56\c,c}\$ \text{2.95\c,c}{1.56\c,c}\$ \text{2.95\c,c}\$ \text{2.94\c,c}{1.56\c,c}\$ \text{2.95\c,c}{1.56\c,c}\$ \text{2.95\c,c}\$ \text{2.95\c,c}{1.56\c,c}\$ \text{2.95\c,c}{1.56\c,c}\$ \text{2.95\c,c}\$ \text{2.95\c,c}{1.56\c,c}\$ \text{2.95\c,c}\$ 2	3 6	1.62%	%696	2.55.2	1 60%	5 11%	8 61%,	12.10%	13.27%	12.55%	10.70%	7.30%	5.47%	5.24%	4.60%	4.60%	4.60%	4.60%
The contract of the contract	3 2	3 3 5 5	10 44%	1.37%	10%	5.20%	9.47%	11.65%	9.25.%	7.63%	6.70%	5 80%	5.48%	5.48%	5.48%	5.48%	5.48%	5.43%
522% 8.69% 740% 2.222% 1.174%	0	. 21%	7 33%	5.25%	5.94%	89%	1.67%	5.24%	4 1 7%	3.33%	2 98%	2.98%	2.98%	2.98%	2.98%	2.98%	2.98%	2.98%
522% 8.69% 9.21% 1.74% 1	3	5.61%	981%	7.40%	.2 22%	15%	%690	%690	%690	್ರಿ.69∵0	%69.0	%69.0	0.6. %	%6: 0	%69.0	%69.0	%69.0	%69.0
Service Officer RMC	; C	5 22%	8.59%	9.21%	1 74%	.1 74%	.1.74%	.1 74%	1.74%	1.74%	1.74%	1.74%	.1.74%	-1.74%	.1.74%	1.74%	1.74%	.1.74%
NA	Pror-Ser	rice Officer F	₩C															
NA NA NA NA NA NA NA NA 189% 167% 5.19% 4.14% 331% 3.08% 5.82% 9.00% 9.0		ţ	^	×2	ď	Ą	ኇ	ሟ	>10	>12	4.	>16	v 18	×20	>22	>24	××	>28
NA NA NA NA NA NA NA NA NA 1.71% 1.23% 1.09% 1.72% 1.09% 1.21% 1.21% 1.21% 1.21% 2.20% 2.2	г У	NA	Ν	Α'n	¥.	1 89%	1 67%	5.19%	4.14%	331%	3.08%	5.85%	%006	%00:6	%00.6	%00.6	%00.6	%00.6
NA NA NA NA NA NA NA 1.71% 1.23% 1.15% 0.02% 1.04% 1.21% 1.2	SE:5	NA	NA	ΝN	ΚŅ	%660	0.80%	1.72%	1.09%	31%	2.20%	2.20%	5.20%	2.20%	2.20%	2.23%	2.20%	2 20%
ant Officer RMC 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	ÿ	N/A	ΑŻ	ΝΑ	ΚŻ	1.71%	-2.37%	.1 15%	-0.02%	%3	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%	121%	1.21%
>1 >2 >3 >4 >6 >10 >12 >14 >16 >18 >20 >22 >24 >26 NA 17% 77% 51.3% 7.24% 4.37% 6.38% 6.76% 6.76% 6.76% 4.64% 4.06% 4.20% 5.51% 5.52% 8.09% 4.54% 1.23% 3.54% 0.31% 2.50% 3.79% 6.22% 4.29% 3.21% 3.78% 4.10% 4.27% 5.12% 5.46% 8.06% 7.48% 7.48% 1.72% 6.92% 1.56% 3.02% 3.51% 3.78% 4.10% 4.27% 5.12% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% 5.53% </td <td>Warrant (</td> <td>2*foer RMC</td> <td></td>	Warrant (2*foer RMC																
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	3	3.86%	6.92%	2,980	347%	0 71%	4.28%	4 41%	4.57%	4.55%	4.68%	4.74%	5 53%	5.53%	5 53%	5.53%	5.53%	5 53%

<u>Regular Military Compensation</u>. Table 3-3 shows the percentage changes in RMC. The raise in RMC is generally larger than the annual pay adjustment along most of the enlisted career path. Changes are slightly smaller than indicated on the basic pay table chart because of the \$22.33 reduction in BAS.

RMC levels for the lower-ranking enlisted members are noticeably higher. This is due entirely to the housing allowance floor. This increase, however, will not be realized as cash by the members who live in government quarters. The value of government quarters will have essentially risen to at least the floor level. Again, save-pay provisions will preclude any of these members actually losing any money.

Despite slightly higher increases in RMC for the senior enlisted members in the over-26 pay cell, they will still merit special consideration, as previously discussed.

Officers

<u>Basic Pay.</u> Table 3-2 indicates that basic pay changes adversely affect three groups of officers. The first group is new O-1s with less than one YOS. The impact on this group is minimized, however, by their prospect of a substantial pay raise within a year, when they reach the new over-1 pay raise. The second group is the senior O-2s and junior O-3s. This group bears the largest impact from a shift of money to the more senior O-3s and O-4s. Those who progress to O-4 will completely recover these reductions. Officers currently in these cells may require a multi-year transition or save-pay provision to reduce the negative impact. The third group is O-6s in, and approaching, the over-26 pay cell. The concern here, as with the senior enlisted members, is its effect on retirement pay.

Regular Military Compensation. The table showing basic pay change for officers omits a significant allowance increase that will affect most officers: it does not account for the \$40.21 monthly increase in BAS, which was funded from their basic pay, or the associated tax advantage. Table 3-3 shows that RMC increases by 5.22 percent for O-1s with less than one YOS. This increase is attributable both to the raise in BAS and to the changes in housing allowance. Thus, this group is actually better off and should not be of concern. On the other hand, although RMC increases by nearly 3.0 percent for O-6s at the over-26-year point, there is still concern here with retirement pay levels.

For the group of officers in the over-3 through over-6 pay cells, RMC growth shows improvement over basic pay, but some cells still show a pay loss. O-2s in the over-3 pay cell are the most adversely affected. They will, however, get a substantial raise when they are promoted to O-3, normally within a year. Until then, they should be protected from a pay loss with save pay.

Prior-Service Officers

The prior-service officer basic pay and RMC tables, because of their linkage to the bottom half of the officer tables, reflect similar patterns. Many of the pay table cells on the OE comparison tables are outlined in succession, which may be misleading. It should be noted that the outlined cells reflect only the number of pay cells affected, not the length of time a member is affected. Each member will be affected only once, when the recommended changes are implemented.

The RMC table for prior-service officers is a better measure of the impact than the basic pay table because they, like all officers, are normally entitled to cash allowances and will receive the \$40.22 (plus tax advantage) increase in BAS. Although the RMC table contains fewer outlined cells than the basic pay table, it still indicates that some officers will need pay loss protection.

Warrant Officers

The warrant officer table is affected much like the prior-service officer table. The subtraction of the money from warrant officers' basic pay to fund the increases in BAS makes it appear, when examining the basic pay changes, that many of these members will be adversely affected. However, examination of the RMC changes in Table 3-3 shows that only a few pay cells contain increases that amount to less than half the annual pay adjustment. The reduced over-2 and over-4 YOS cells are the result of shifting some dollars to the over-1 and over-3-year points.

MULTI-YEAR TRANSITIONS

Implementing the QRMC recommendations in a single year leads to decreases in some pay table cells and the need for save-pay provisions. Implementing changes over multiple years, in conjunction with annual pay raises, will eliminate these decreases. However, distributing smaller reductions over multiple years will prolong the time before some members receive a full annual pay raise.

Two and Three Year Transitions

A two-year transition will reduce the impact of the change by about half. That is, differences are halved between what the annual pay raise would have been if no change occurred and the amount of the raise under the one-year transition plan. For example, in the one-year transition, an O-1 in the under-1 YOS pay cell would get a 1.7 percent raise rather than the normal 4.3 percent raise; under the two-year transition, he or she would receive a 3.0 percent raise. The drawback is that members who move into that pay cell will have their raises reduced the next year.

Likewise, a three-year transition would provide a raise two-thirds higher, but prolong to three years the time before some pay cells are raised by the full annual pay adjustment. In pay cells where raises are higher than the projected annual pay adjustment, the effect would be the opposite (i.e., one-half or two-thirds lower). One distinct advantage of the three-year transition is that the enlisted member BAS rate could be held constant throughout the three transition years. This would eliminate the negative impact of lowering the enlisted BAS rate.

Effects of Multi-Year Transitions

Examination of multi-year transitions of varying lengths reveals that a transition of over three years is neither necessary nor desirable because of its prolonged effects. Because the effects of the two- and three-year transitions are similar, except for slight variance in dollar amounts, the remaining analysis of the multi-year option will focus on the three-year transition. Complete basic pay and RMC comparisons are included in Appendix B for the two-year transition and in Appendix C for the three-year transition.

Table 3-4 shows the basic pay changes for the first year of the three-year transition option. The number of outlined pay cells on this table is noticeably less than for the one-year transition. In fact, no cells have negative values. For senior members approaching retirement, both multi-year transition options would provide at least half of the otherwise projected pay raise. However, some junior enlisted members in their first year of service would receive less than half of the normal pay adjustment. Again, for these members, several raises through promotion or longevity can be expected during the first year, so the impact of the lower raise would be minimized. Additionally, those receiving a housing allowance will get a large pay increase as indicated by the RMC change (Table 3-5).

Table 3-5 shows RMC changes for the first year of the three-year transition. As stated earlier, this chart gives a better indication of the impact on pay for most members. It shows that O-2s over-3 YOS and OE-1s over-6 YOS, the most affected groups, will get hay raises equal to or slightly less than half of the projected annual adjustment. A transition of less than three years would require save-pay provisions for these members. No save-pay provisions would be required in a three-year transition for any pay cell.

MODIFIED ONE-YEAR TRANSITION

So far, tables have shown only the effects of using the same transition option throughout the table. Multi-year transitions may make sense only for selected cells in the pay table. In other words, this option would essentially be a one-year transition with a few selected cells being phased in under a multi-year plan.

Comparing the outlined cells of the various transition options shows which grade and longevity combinations can best benefit from a multi-year versus one-year transition. Table 3-6 shows the length of transition required and the comparative basic pay raises for these cells. Table 3-7 shows the comparative RMC raises. These tables show the pay raises for each cell over three years. Cells in the tables that are both outlined and shaded would be handled over three years; cells that are only outlined would be treated over two years, and the transition

Table 3-4. Three-year transition (1993 to 1994) basic pay raise (Year 1: compare to 4.3 percent)

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	7	7	%	ሟ	7	ኇ	ሟ	×10	>12	×14	>16	× 18	×20	>25	>24	>26	>28
6- <u>ii</u>	K/X	N/A	N/A	A/A	N/A	۷ X	N/A	4.05%	4.31%	4.65%	4.88%	5.15%	5.44%	4.64%	5.70%	3.46%	4.44%
E-8	K/X	N/A	A/X	ΥX	ΥX	K/N	3.79%	4.10%	4.31%	4.61%	4.76%	5,10%	5.23%	4.30%	5.54%	3.24%	4.45%
	4.03%	5.45%	4.37%	4.65%	4.95%	4.95%	5.01%	5.03%	4.94%	4.45%	4.40%	4.44%	4.86%	3.55%	5.30%	2.91%	4.46%
	3.85%	5.53%	4.36%	4.70%	4.90%	2.00%	5.08%	5.08%	4.41%	4.52%	4.13%	4.23%	4.23%	4.23%	4.23%	4.23%	4.23%
E-5	4.50%	6.39%	5.44%	5.74%	6.13%	5.36%	5.40%	5.42%	4 74%	4.60%	4.60%	4.60%	4.60%	4.60%	4.60%	4.60%	4.60%
	3.66%	5.72%	6.06%	6.18%	5.54%	5.80%	5.80%	5.80%	5.80%	2.80%	5.80%	5.80%	5.80%	5.80%	2.80%	5.80%	2.80%
E-3	2.43%	4.62%	5.18%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%
	0.72%	2.96%	5.96%	2.96%	2.96%	5.96%	5.96%	2.96%	5.96%	2.96%	5.96%	5.96%	5.96%	2.96%	5.96%	7.36%	2.96%
<u>.</u>	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%
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_	4.09%	4.09%	3.82%	3.82%	4.73%	5.64%	5.18%	9.05%	4.96%	5.79%	4.14%	2.00%	3.50%	4.23%	4.95%	3.56%	4.25%
	4.06%	4.06%	4.08%	3.36%	4.24%	5.12%	5.10%	5.95%	5.33%	6.15%	4.09%	4.95%	3.81%	4.55%	5.27%	3.56%	4.24%
	4.84%	4.04%	3.97%	3.17%	4.09%	4.99%	3.38%	4.25%	3.46%	4.27%	3.66%	3.08%	5.56%	2.47%	3.18%	3.88%	4.58%
0-7	3.99%	3.99%	2.94%	2.94%	4.08%	3.70%	4.80%	3.90%	4.93%	4.24%	1.98%	0.83%	1.68%	2.53%	3.37%	4.22%	2.06%
	1.09%	2.83%	1.41%	0.93%	2.41%	3.89%	5.38%	98.9	8.34%	8.50%	4.45%	4.57%	5.50%	4.44%	5.34%	3.38%	4.22%
	4.29%	6.45%	2.83%	2.41%	4.13%	5.86%	7.57%	8.13%	7.74%	6.82%	5.23%	4.40%	4.31%	4.04%	4.04%	4.04%	4.04%
	4.18%	6.75%	2.21%	2.14%	4.13%	6.20%	7.21%	6.07%	5.32%	4.90%	4.52%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%
L	1.89%	4.99%	4.01%	4 38%	2.54%	2.49%	4.14%	3.68%	3.34%	3.20%	3.20%	3.20%	3 20%	3.20%	3.20%	3.20%	3.20%
	3.96%	6.06%	4.89%	0.56%	1.08%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1 95%	1.95%	1.95%
6	3,42%	5.09%	2.36%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%
Prior-Service Officer Basic Pay	ce Officer	r Basic Pa	>-														
	⊽	7	۲,	አ	*	ኇ	ሟ	5	>12	>14	>16	×18	>20	>55	>24	>26	>28
OE-3	ΝΆ	A/A	N/A	A/N	2.54%	2.49%	4.14%	3.68%	3.34%	3.26%	4.48%	5.89%	5.89%	5.89%	5.89%	5.89%	5.89%
OE-2	K/N	A/N	A/A	¥ X	1.08%	1.95%	2.42%	2.18%	2.32%	2.75%	2.75%	2.75%	2.75%	2.75%	2 75%	2.75%	2.75%
OE-1	A/A	A/A	K/K	▼ X	0.49%	0.29%	0.94%	1.50%	2.03%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%
Warrant Officer Basic	fficer Bas	ic Pay															
	⊽	7	۲,	%	¥	%	ሟ	ر	>12	>14	>16	×18	>20	>25	>24	>56	>28
	N/A	N/A	X/A	Ϋ́	ΑX	K/X	N/A	A/A	K/N	N/A	A/A	∀/X	4.34%	4.24%	5.41%	4.09%	5.18%
	3.94%	5.01%	3.60%	4.61%	4.80%	4.85%	4.85%	4.84%	3.87%	3.63%	3.71%	4.24%	4.33%	4.35%	5.49%	3.96%	5.02%
W-3	1.87%	3.07%	1.52%	2.62%	3.26%	4.48%	3.57%	3.11%	3.40%	3.68%	3.97%	4.45%	4.32%	4.27%	5.44%	5.35%	6.48%
	1.97%	3.32%	2.01%	3.25%	3.51%	3.29%	2.99%	3.16%	3.31%	3.50%	3.60%	4.02%	4.16%	3.98%	5 13%	5.13%	5.13%
×	2.84%	4 46%	1.41%	2.84%	1.58%	3.35%	3.45%	3.56%	3.60%	3.69%	3.74%	4.12%	4 12%	4 12%	4.12%	4 12%	4.12%

Table 3-4 (cont.). Three-year transition (1994 to 1995) basic pay raise (Year 2: compare to 4.1 percent)

NA																		
N.	Enisted	Member 15	asic Pay	7	ሻ	7	پ	જ	510	>12	41.	×16	×18	8,	×	>24	×26	82,
NA	6-9	X X	X X	¥	Š	×	¥	∀ X	3.77%	4.08%	4.41%	4.64%	4.92%	5.22%	4.43%	5.48%	3.26%	4.24%
383% 52% 415% 40% 40% 473% 40% 473% 40% 473% 40% 473% 40% 473% 40% 410% 420% 40% 40% 410% 420% 40% 40% 410% 40% 50%	8	N/A	ΚŻ	N/A	X X	Ν	Ν	3.54%	3.84%	4.07%	4.37%	4.53%	4.85%	5.03%	4.10%	5.42%	3.02%	4.25%
3.66% 5.16% 4.16% 4.16% 4.10% <th< td=""><td>E-7</td><td>3.83%</td><td>5.25%</td><td>4.15%</td><td>4.39%</td><td>4.64%</td><td>4.69%</td><td>4.73%</td><td>4.76%</td><td>₹.69%</td><td>4.20%</td><td>4.16%</td><td>4.20%</td><td>4.66%</td><td>3.35%</td><td>5.10%</td><td>2.69%</td><td>4.26%</td></th<>	E-7	3.83%	5.25%	4.15%	4.39%	4.64%	4.69%	4.73%	4.76%	₹.69%	4.20%	4.16%	4.20%	4.66%	3.35%	5.10%	2.69%	4.26%
4.31% 516% 520% 520% 545% 549% 549% 549% 549% 549% 549% 549	9	3.66%	5.31%	4.16%	4.43%	4.63%	4.73%	₹ .80 %	4.80%	4.16%	4.27%	3.88%	3.98%	3.98%	3.98%	3.98%	3.98%	3.98%
3447 3 49% 5 49% 5 84% 5	E.5	4.31%	6.16%	5.20%	5.45%	5.80%	5.07%	5.11%	5.12%	4.47%	4.32%	4.35%	4.32%	4.32%	4.32%	4.32%	4.32%	4.32%
222× 441% 488% 584% 584% 584% 584% 584% 584% 584	<u>E</u> 4	3.48%	5.49%	5.80%	5.87%	5.22%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%
C 335.4. 2.74% 4.05% 2.74% 4.05% 2.74% 4.05%	<u>E</u> -3	2.22%	4.41%	¥.96.¥	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%	5.84%
Fask 123%	E-2	9.38%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%	2.74%
Passic Pay	<u>F.</u>	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%	1.23%
1,	Officer	Sasic Pav																
391% 391% 398% 388% 364% 454% 543% 498% 543% 477% 558% 395% 480% 330% 4.03% 4.75% 388% 388% 388% 398% 398% 398% 398% 398		` ⊽	7	%	ч	*	ኇ	ሜ	×10	>12	>14	×16	×18	8,	ă	×24	×28	×28
389% 389% <th< td=""><td>61년</td><td>3.91%</td><td>3.91%</td><td>3.64%</td><td>3.64%</td><td>4.54%</td><td>5.43%</td><td>4.98%</td><td>5.83%</td><td>4.77%</td><td>5.58%</td><td>3.95%</td><td>4.80%</td><td>3.30%</td><td>4.03%</td><td>4.75%</td><td>3.36%</td><td>4.05%</td></th<>	61년	3.91%	3.91%	3.64%	3.64%	4.54%	5.43%	4.98%	5.83%	4.77%	5.58%	3.95%	4.80%	3.30%	4.03%	4.75%	3.36%	4.05%
386% 386% 3.79% 2.75% 2.99% 3.90% 4.80% 3.19% 3.12% 4.04% 3.27% 4.09% 3.47% 2.89% 2.35% 2.95% 2.97% 3.92% 3.82% 2.75% 2.21% 3.79% 3.52% 4.61% 3.72% 4.06% 1.75% 6.62% 6.	6	3 89%	3.89%	3.90%	3.17%	4.06%	4.94%	4.91%	5.74%	5.13%	5.93%	3.91%	4.75%	3.62%	4.35%	5.07%	3.36%	4.04%
382% 382% 2.75% 2.75% 3.91% 3.52% 4.61% 3.72% 4.75% 4.06% 1.75% 0.53% 1.43% 2.31% 3.17% 3.17% 0.68% 2.21% 3.73% 5.20% 6.62% 8.02% 8.16% 4.25% 4.23% 5.05% 4.25% 5.14% 3.06% 2.21% 3.73% 5.20% 6.62% 8.02% 8.16% 4.25% 4.23% 5.05% 4.25% 5.14% 3.06% 2.21% 3.75% 3.75% 5.14% 4.72% 4.25% 4.23% 3.03% 3.	ő	3.86%	3.86%	3.79%	2.98%	3.90%	4.80%	3.19%	4.04%	3.27%	4.09%	3.47%	2.88%	2.35%	2.25%	2.97%	3.68%	4.39%
0.82% 2.63% 1.17% 0.66% 2.21% 3.73% 5.20% 6.62% 8.16% 4.25% 4.39% 5.30% 4.25% 5.14% 4.13% 6.25% 2.64% 2.21% 3.97% 5.66% 7.30% 7.81% 7.45% 6.59% 5.05% 4.22% 4.13% 3.85% 3.17% 3.03% 3.0	0-7	3.82%	3.82%	2.75%	2.75%	3.91%	3.52%	4.61%	3.72%	4.75%	4.06%	1,75%	0.53%	1.43%	2.31%	3.17%	4.02%	4.86%
4 13% 6 25% 2 64% 2 21% 3 97% 5 66% 7 30% 7 81% 7 45% 6 59% 5 05% 4 22% 4 13% 3 85% 3 85% 3 85% 4 20% 6 24% 2 21% 3 97% 5 99% 6 96% 5 14% 4 73% 4 73% 4 20%	ő	0.82%	2.63%	1.17%	%99.0	2.21%	3.73%	5.20%	6.62%	8.02%	8.16%	4.25%	4.39%	5.30%	4.25%	5.14%	3.18%	4.02%
4 02% 6 54% 2 01% 1.95% 3.97% 5.99% 6 96% 5 87% 5 14% 4.73% 4.34% 4.20% 4.20% 4.20% 4.20% 4.20% 3.03%	0.5	4.13%	6.25%	2.64%	2.21%	3.97%	2.66%	7.30%	7.81%	7.45%	%65.9	5.05%	4.22%	4.13%	3.85%	3.85%	3.85%	3.85%
Tegy	ð	4.02%	6.54%	2.01%	1.95%	3.97%	2.99%	%96.9	5.87%	5.14%	4.73%	4.34%	4.20%	4.20%	4 .20%	4.20%	4.20%	4.20%
3.82% 5.89% 4.74% 0.27% 0.84% 1.75%	6	1.69%	4.84%	3.85%	4.22%	2.35%	2.31%	3.97%	3.52%	3.17%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%
3.27% 4.96% 5.21%	0.5	3.82%	5.89%	4.74%	0.27%	0.84%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
Service Officer Basic Pay <1	9	3.27%	4.96%	5.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%	0.21%
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 N/A N/A N/A N/A N/A N/A 1.75% 2.31% 3.97% 3.52% 2.12% 2.66% 2.56% 2.56% 5.68% 5.26% 2.56% 2.56% 2.56% 2.56% 2.56% 2.56% 2.56% 2.56% 2.56%<	Prior-Se	rvice Office.	r Basic Pay															
NA NA NA NA NA NA NA NA 2.35% 2.31% 3.97% 3.52% 3.17% 3.08% 4.30% 5.68%		⊽	7	ķ	ሪ	4	ኇ	જ	5,	×12	>14	>16	×18	8×	š	>24	>26	>28
NA N	0E-3	N/A	ΚX	X X	ΚX	2.35%	2.31%	3.97%	3.52%	3.17%	3.08%	4.30%	2.68%	5.68%	5.68%	2.68%	2.68%	5.68%
NA NVA NVA NVA NVA NVA O.21% 0.01% 0.68% 1.29% 1.89% 1.98% 1	0E-2	N V	Ϋ́	ΑŅ	N A	0.84%	1.75%	2.23%	1.98%	2.12%	5.56%	5.56%	2.56%	2.56%	2.56%	2.56%	5.56%	2.56%
rant Officer Basic Pay 1 3.79% 4.86% 3.44% 4.65% 4.65% 4.66% 4.88% 3.71% 3.45% 3.84% 3.95% 3.95% 3.18% 1.20% 1.37% 3.96% 1.20% 1.37% 3.96% 3.18% 1.20% 1.37% 3.96% 3.18% 1.20% 1.37% 3.95% 3.31% 3.42% 3.42% 3.42% 3.52% 3.95%	0E-1	N/A	N/A	N/A	N A A	0.21%	-0.01%	0.68%	1.29%	1.83%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%
1 2.1 2 2 23 24 56 58 510 512 514 516 518 520 522 524 524 516 518 510 512 524 524 524 524 524 524 524 524 524 52	Warrant	Officer Bas	ic Pay															
5 N/A		⊽	7	፠	ൃ	7	%	ሟ	ر	×12	>14	316	×18	8,	Ř	>24	5 2¢	8 <u>×</u>
4.86% 3.44% 4.46% 4.65% 4.66% 4.66% 3.71% 3.46% 3.52% 4.16% 3.52% 4.16% 4.15% 4.16% 5.29% 3.24% 3.52% 3.81% 4.25% 4.15% 4.09% 5.24% 5.24% 4.06% 4.15% 4.09% 5.24% 5.24% 4.06% 4.15% 4.09% 5.24% 5.24% 4.06% 4.15% 4.09% 5.24% 5.24% 4.06% 4.09% 5.24% 4.09% 5.24% 4.09% <td< td=""><td>W-5</td><td>N/A</td><td>ΝĄ</td><td>N/A</td><td>ΝĄ</td><td>ΝΑ</td><td>ΝA</td><td>X/A</td><td>ΑŅ</td><td>ΑV</td><td>₹ Ž</td><td>ΝĄ</td><td>ΥN</td><td>4.16%</td><td>4.05%</td><td>5.21%</td><td>3.89%</td><td>%86.7</td></td<>	W-5	N/A	ΝĄ	N/A	ΝĄ	ΝΑ	ΝA	X/A	ΑŅ	ΑV	₹ Ž	ΝĄ	ΥN	4.16%	4.05%	5.21%	3.89%	%86.7
3 1.68% 2.90% 1.31% 2.44% 3.12% 4.33% 3.42% 2.95% 3.24% 3.52% 3.81% 4.25% 4.15% 4.09% 5.24% 3.24% 3.18% 1.82% 3.18% 1.82% 3.10% 3.36% 3.12% 2.81% 3.00% 3.15% 3.35% 3.45% 3.84% 3.99% 3.90% 4.93% 3.27% 4.33% 1.20% 2.69% 1.37% 3.19% 3.31% 3.42% 3.44% 3.53% 3.57% 3.95	<u>×</u>	3.79%	4.86%	3.44%	4.46%	4.65%	4.67%	4.66%	4.68%	3.71%	3.46%	3.54%	4.06%	4.15%	4 16%	5.29%	3.77%	4.83%
2 180% 3.18% 1.82% 3.10% 3.36% 3.12% 2.81% 3.00% 3.15% 3.35% 3.45% 3.84% 3.99% 3.80% 4.93% 1.20% 1.20% 1.69% 1.37% 3.19% 3.31% 3.42% 3.44% 3.53% 3.57% 3.95%	₩-3	1.68%	2.90%	1 31%	2.44%	3.12%	4.33%	3.42%	2.95%	3.24%	3.52%	3.81%	4.25%	4.15%	4.09%	5.24%	5.15%	6.24%
2.72% 4.33% 1.20% 2.69% 1.37% 3.19% 3.31% 3.42% 3.44% 3.53% 3.57% 3.95% 3.95% 3.95% 3.95% 3.95%	W-2	1.80%	3.18%	1.82%	3.10%	3.36%	3.12%	2.81%	3.00%	3.15%	3.35%	3.45%	3.84%	3.99%	3.80%	4.93%	4.93%	4.93%
	×-×	2.72%	4.33%	1.20%	2.69%	1.37%	3.19%	3.31%	3.42%	3.44%	3.53%	3.57%	3.95%	3.95%	3.95%	3.95%	3.95%	3.95%

Table 3-4 (cont.). Three-year transition (1995 to 1996) basic pay raise (Year 3: compare to 4.0 percent)

Column C	Enlisted	Enlisted Member Basic Pay	asic Pay															
NNA		V	7	%	Х	7	άχ	%	۸ ۱ 0	>12	>14	> 16	>18	>20	>25	>24	>26	>28
NA NA NA NA NA NA NA NA	о, u	Ϋ́Z	Υ Z	Ϋ́	X X	Z/A	A/N	Y/Z	3.64%	3.96%	4.30%	4.52%	4.81%	5.07%	4.31%	5.34%	3.13%	4.11%
3.77% 5 14% 4 00% 4 22% 4 55% 4 55% 4 56% 4 46% 4 46% 4 10% 4 10% 4 52% 3 22% 4 86% 2 25% 3 57% 5 14% 4 25% 4 26% 4 10% 4 15% 3 87%	m é	A/A	N/A	ΑX	A/N	A/A	A/A	3.43%	3.70%	3.96%	4.25%	4.41%	4.73%	4.89%	3.96%	5.28%	2.89%	4.12%
3.55% 5 16% 2 399% 4 300% 4 500% 4 505% 4 565% 4 668% 4 404% 4 118% 3 80% 3 80% 3 817%	E-7	3.73%	5.14%	4.06%	4.27%	4.50%	4.53%	4.63%	4.65%	4.56%	4.08%	4.05%	4.10%	4.52%	3.22%	4.96%	2.54%	4.14%
12.0% 6.03% 511% 5.3% 5.61% 5.95%	மு	3.56%	5.18%	3.99%	4.30%	4.50%	4.57%	4.66%	4.68%	4.04%	4.16%	3.80%	3.87%	3.87%	3.87%	3.87%	3.87%	3.87%
2.05% 4.28% 5.56% 5.73% 5.10% 5.00% 5.05% 5.56% 5.53% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.25% 5.25% 5.25% 5.25% 5.25% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.35% 5.25%	E-5	4.21%	6.03%	5.11%	5.33%	5.61%	4.92%	4.95%	4 98%	4.35%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%	4.20%
Color Colo	<u>т</u>	3.42%	5.42%	5.65%	5.73%	5.10%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%
	<u>п</u> -3	2.05%	4.28%	4.80%	5.67%	5.67%	2.67%	5.67%	2.67%	2.67%	2.67%	2.67%	2.67%	2.67%	5.67%	5.67%	2.67%	2.67%
Figure Pay 1 100% 1 100	E-2	0.13%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%
Figure Pay 1818 at 181	<u>ن</u>	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
State Stat	Officer B	asic Pay																
3 88% 3 883% 3 883% 3 85% 3 55% 4 46% 5 53% 4 48% 5 72% 4 68% 5 47% 3 88% 5 47% 3 88% 3 88% 4 66% 3 20% 3 94% 4 66% 3 25% 3 88		⊽	7	%	ሜ	¥	9	₩,	510	>12	×14	>16	×18	×20	>22	>24	>26	>28
381% 381% 381% 382% 3 09% 4 86% 4 86% 4 88% 5 64% 5 04% 5 88% 4 86% 3 52% 4 25% 4 25% 4 97% 3 27% 3 27% 3 188% 3 1	0-10	3.83%	3.83%	3.55%	3.55%	4.46%	5.33%	4.89%	5.72%	4.68%	5.47%	3.87%	4.69%	3.20%	3.94%	4.66%	3.26%	3.95%
3.78% 3.74% 2.66% 3.89% 3.82% 4.71% 3.10% 3.96% 3.19% 4.01% 3.38% 2.76% 2.22% 2.13% 2.87% 3.59% 4.66% 3.19% 3.14% 2.89% 3.44% 4.54% 3.44% 4.54% 3.14% 3.16% 3.89% 3.14% 3.14% 3.10% 3.96% 3.18% 3.14% 3.15% 3.14% 3.14% 3.15% 3.14% 3.14% 3.15% 3.14% 3.14% 3.14% 3.15% 3.14% 3.14% 3.14% 3.15% 3.14% 3.14% 3.14% 3.15% 3.14% 3.14% 3.15% 3.14% 3.14% 3.15% 3.15% 3.14% 3.14% 3.15% 3.15% 3.14% 3.14% 3.15% 3.15% 3.14% 3.15% 3.15% 3.14% 3.15%	6-0	3.81%	3.81%	3.83%	3.09%	3.98%	4.85%	4.83%	5.64%	5.04%	5.83%	3.83%	4.66%	3.52%	4.25%	4.97%	3.27%	3.95%
3 74% 3 74% 2 66% 2 66% 3 84% 3 44% 4 54% 3 64% 4 67% 3 98% 1 62% 0 32% 1 27% 2 19% 3 08% 3 94% 4 66% 6 615% 2 66% 2 66% 3 84% 3 44% 4 54% 3 64% 4 67% 3 98% 1 62% 0 32% 1 27% 2 19% 3 09% 4 615% 2 68% 1 62% 0 256% 1 62% 0 2 66% 2 66% 3 84% 2 11% 6 44% 7 7.26% 6 43% 4 16% 4 13% 4 11%	80	3.78%	3.78%	3.71%	2.89%	3.82%	4.71%	3.10%	3.96%	3.19%	4.01%	3.38%	2.76%	2.25%	2.13%	2.87%	3.59%	4.29%
0 66% 2.56% 1.02% 0.48% 2.11% 3.66% 5.11% 6.49% 7.80% 7.93% 4.16% 4.29% 5.19% 4.15% 5.04% 3.09% 4.09% 6.15% 2.56% 2.11% 3.90% 5.56% 7.13% 7.61% 7.61% 7.89% 6.45% 4.16% 4.28% 4.16% 4.04% 4.13% 4.04% 4.11%	0-7	3.74%	3.74%	5.66%	2.66%	3.84%	3.44%	4.54%	3.64%	4.67%	3.98%	1.62%	0.32%	1.27%	2.19%	3.08%	3.94%	4.76%
4.08% 6.15% 2.58% 2.11% 3.90% 5.66% 7.13% 7.61% 7.26% 6.45% 4.95% 4.03% 3.75% <th< td=""><td>90</td><td>%99.0</td><td>2.56%</td><td>1.02%</td><td>0.48%</td><td>2.11%</td><td>3.66%</td><td>5.11%</td><td>6.49%</td><td>7.80%</td><td>7.93%</td><td>4.16%</td><td>4.29%</td><td>5.19%</td><td>4.15%</td><td>5.04%</td><td>3.09%</td><td>3.83%</td></th<>	90	%99.0	2.56%	1.02%	0.48%	2.11%	3.66%	5.11%	6.49%	7.80%	7.93%	4.16%	4.29%	5.19%	4.15%	5.04%	3.09%	3.83%
3.99% 6 43% 1.93% 1.85% 3.90% 5.89% 6 83% 5.79% 5.07% 4.65% 4.11% 4.10% 4.00% 6.05%	95	4.08%	6.15%	2.58%	2.11%	3.90%	5.56%	7.13%	7.61%	7.26%	6.45%	4.96%	4.13%	4.03%	3.75%	3.75%	3.75%	3.75%
1.60% 4.79% 3.82% 4.18% 2.29% 3.91% 3.45% 3.10% 2.95	8	3.99%	6.43%	1.93%	1.85%	3.90%	5.89%	6.83%	5.79%	5.07%	4.65%	4.26%	4.11%	4.11%	4.11%	4.11%	4.11%	4.11%
3.79% 5.81% 4.72% 6.06% 6.69% 1.65% 1.88%	69	1.60%	4.79%	3.85%	4.18%	2.29%	2.20%	3.91%	3.45%	3.10%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%
3.24% 4.93% 5.21% 0.05%	50	3.79%	5.81%	4.72%	0.08%	0.69%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%
-Service Officer Basic Pay -1.	9	3.24%	4.93%	5.21%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 3 N/A N/A N/A N/A N/A N/A 1.65% 2.20% 3.91% 3.45% 3.10% 3.01% 4.24% 5.57%	Prior-Ser	vice Office	r Basic Pa	ay ay														
3 N/A N/A N/A N/A N/A N/A O 659% 2.20% 3.91% 3.45% 3.10% 3.01% 4.24% 5.57% 5.57% 5.57% 5.57% 5.57% 5.57% 5.57% 1.89% 1.8		⊽	7	%	አ	¥	φ	ጞ	5	>12	<u>>14</u>	>16	× 18	>50	>25	>24	>56	>28
2 N/A	OE-3	ΚX	K/A	A/A	A/N	2.29%	2.20%	3.91%	3.45%	3.10%	3.01%	4.24%	5.57%	5.57%	5.57%	5.57%	5.57%	5.57%
1 N/A	OE-2	N/A	N/A	ΚX	N/A	%69.0	1.65%	2.15%	1.90%	2.04%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%
rant Officer Basic Pay 1	OE-1	ΑX	A/A	A/A	N/A	0.05%	-0.19%	0.52%	1.17%	1 76%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 N/A N/A N/A N/A N/A N/A N/A N/A 13.9% 3.9% 5.13% 3.98% 5.13% 3.82% 3.75% 4.81% 3.40% 4.61% 4.61% 4.61% 3.64% 3.39% 3.48% 3.99% 4.06% 4.08% 5.20% 3.67% 1.61% 2.86% 1.21% 2.40% 3.19% 3.16% 4.17% 4.06% 4.01% 5.15% 5.06% 1.71% 3.13% 1.72% 3.09% 3.33% 3.10% 2.78% 2.94% 3.11% 3.54% 3.	Warrant	Officer Ba	sic Pay															
N/A A 07% 3.98% 5.13% 3.82% 3.75% 4.81% 3.40% 4.61% 4.62% 4.61% 3.64% 3.39% 3.48% 3.99% 4.06% 4.08% 5.20% 3.67% 1.61% 2.86% 1.21% 2.40% 3.08% 3.19% 3.19% 3.76% 4.17% 4.06% 4.01% 5.15% 5.06% 1.71% 3.13% 1.74% 3.09% 3.33% 3.10% 2.78% 2.94% 3.11% 3.27% 3.39% 3.71% 4.86% 4.86% 2.71% 4.37% 1.12% 2.63% 1.26% 3.19% 3.41% 3.41% 3.54% 3.54% 3.84% 3.88% 3.88% 3.88% 3.88%		⊽	7	7	જ	¥	ý 9	ሟ	5	>12	>14	>16	>18	×50	> 25	>24	>26	80.
3.75% 4.81% 3.40% 4.40% 4.58% 4.61% 4.62% 4.61% 3.64% 3.39% 3.48% 3.99% 4.06% 4.08% 5.20% 3.67% 1.61% 2.86% 1.21% 2.40% 3.08% 4.28% 3.37% 2.87% 3.19% 3.46% 3.76% 4.17% 4.06% 4.01% 5.15% 5.06% 1.71% 3.13% 1.74% 3.09% 3.33% 3.10% 2.78% 2.94% 3.11% 3.27% 3.39% 3.77% 3.91% 3.71% 4.86% 4.86% 2.71% 4.37% 1.12% 2.63% 1.26% 3.19% 3.29% 3.41% 3.41% 3.48% 3.54% 3.88% 3.88% 3.88% 3.88%	W-5	N/A	N/A	N/A	¥ Ž	A/X	Α X	N/A	A/A	A/N	A/A	A/A	A/A	4.07%	3.98%	5.13%	3.82%	4.89%
1.61% 2.86% 1.21% 2.40% 3.08% 4.28% 3.37% 2.87% 3.19% 3.46% 4.17% 4.06% 4.01% 5.15% 5.06% 1.71% 3.13% 1.74% 3.09% 3.33% 3.10% 2.78% 2.94% 3.11% 3.27% 3.39% 3.77% 3.91% 3.71% 4.86% 4.86% 2.71% 4.37% 1.12% 2.63% 1.26% 3.19% 3.29% 3.40% 3.41% 3.48% 3.54% 3.88% 3.88% 3.88% 3.88%	W-4	3.75%	4.81%	3.40%	4.40%	4.58%	4.61%	4.62%	4.61%	3.64%	3.39%	3.48%	3.99%	4.06%	4.08%	2.50%	3.67%	4.71%
1.71% 3.13% 1.74% 3.09% 3.33% 3.10% 2.78% 2.94% 3.11% 3.27% 3.39% 3.77% 3.91% 3.71% 4.86% 4.86% 4.86% 2.71% 4.37% 1.12% 2.63% 1.26% 3.19% 3.29% 3.40% 3.41% 3.48% 3.54% 3.88% 3.88% 3.88% 3.88% 3.88% 3.88%	W-3	1.61%	2.86%	1.21%	2.40%	3.08%	4.28%	3.37%	2.87%	3.19%	3.46%	3.76%	4 17%	4.06%	4.01%	5.15%	5.06%	6.10%
2.71% 4.37% 1.12% 2.63% 1.26% 3.19% 3.29% 3.40% 3.41% 3.48% 3.54% 3.88% 3.88% 3.88% 3.88% 3.88%	W-2	1.71%	3.13%	1.74%	3.09%	3.33%	3.10%	2.78%	2.94%	3.11%	3.27%	3.39%	3.77%	3.91%	3.71%	4.86%	4.86%	4.66%
	<u>×</u>	2.71%	4.37%	1 12%	2.63%	1.26%	3.19%	3.29%	3.40%	3.41%	3.48%	3.54%	3.88%	3.88%	3.88%	3.88%	3.88%	3.88%

Table 3-5. Three-year transition (1993 to 1994) RMC raise (Year:1 compare to 4.3 percent)

Fig. 1 Night Nig		0	94															
NA	Dalsing		٤									;	ļ	1	6	7	Š	ć
NA NIA NIA NIA NIA NIA NIA NIA NIA 3 65% 3 65% 4 22% 4 62% 4		7	7	%	ሏ	¥	ý	ሟ	٠ ج	×12	×14	× 9 4	× 8	×50	>25	>24	27.	, ze
NNA	<u>ச</u>	X A	A/N	K/A	A/A	A/A	N/A	Α X	3.81%	4.02%	4.26%	4.45%	4.62%	4.83%	4.28%	5.04%	3.44%	4.16%
3 859, 4 577, 4 044, 4 429, 4 4439, 4 459, 4 459, 4 459, 4 159, 4 1159, 4 1159, 4 1439, 3 1559, 4 1399	φ	Ϋ́Z	ΑŻ	A/N	N/A	K/X	N/A	3.64%	3.85%	3.99%	4.20%	4.31%	4 55%	4,65%	4.01%	4.96%	3.27%	4.15%
3.98% 4.93% 4.12% 4.19%	<u>E-7</u>	3.83%	4.67%	4.04%	4.25%	4.40%	4.43%	4.48%	4.50%	4.46%	4.15%	4.12%	4,15%	4.43%	3.55%	4.76%	3.09%	4.20%
5.65% 6.89% 5.79% 6.39% 6.19% 5.71% 5.72% 5.73% 5.28% 5.18% 5.18% 5.18% 5.19% 5.19% 5.19% 5.19% 6.77%	ę E	3.96%	4.93%	4.26%	4.47%	4.60%	4.67%	4.72%	4.73%	4.31%	4.38%	4.12%	4 19%	4.19%	4.19%	4.19%	4.19%	4.19%
5 55% 6 86% 7 709% 6 22% 6 27% 6 77% 6 104% 10.44% 1	ç U	5.27%	6.34%	5.78%	2.96%	6.19%	5.71%	5.72%	5.73%	5.28%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%	5.18%
6 14% 7,43% 7,63% 8,02%	щ 4	5.65%	6.86%	7.03%	7.07%	6.62%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%	6.77%
9.09% 10.44% 10.	e)	6.14%	7.43%	7.69%	8.22%	8.25%	8.25%	8.25%	8.25%	8.25%	8.25%	8.25%	8.22%	8.25%	8.25%	8.25%	8.25%	8.25%
12.02% 1	E-2	%90.6	10,44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%	10.44%
FIFTMC 1 37% NA	ů	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%	12.02%
FFMAC. 1 3.1	E-1 <4	14 73%	N/A	A/A	A/N	A/N	N/A	A/N	N/A	A/A	A/A	A/X	A/N	₹/Z	A/A	Ą Ž	A/A	— ₹ Ž
	, cc.	777																
4 37% 4 37% 4 15% 4 15% 4 15% 5 57% 5 57% 5 18% 5 63% 5 63% 5 63% 6 30% 4 37% 5 00% 3 89% 4 43% 5 00.2% 3 89% 4 37% 4 37% 4 33% 4 38% 4 48% 5 57% 5 18% 5 89% 5 89% 4 53% 5 63% 3 13% 3 17% 3 71% 4 440% 5 18% 5 1	<u> </u>	7	7	5	7	7	4	9	410	\$15	514	>16	×18	×20	>22	>24	>56	>28
4 37% 4 37% 4 38% 4 50% 5 17% 5 15% 5 81% 5 53% 5 97% 4 35% 5 03% 4 12% 4 70% 5 28% 3 90% 4 38%	Ç	4 37%	4 27%	4 15%	4 15%	4 86%	5.57%	5.21%	5.89%	5.03%	2.69%	4.37%	5.06%	3.83%	4.43%	5.02%	3.87%	4.43%
4.38% 4.38% 131% 3.71% 4.40% 5.07% 3.84% 4.48% 3.89% 4.51% 4.03% 3.56% 3.13% 3.05% 3.61% 4.18% 4.48% 4.38% 4.51% 5.10% 4.50% 5.26% 5	2 6	4 37%	4 37%	4.38%	3 83%	4 50%	5.17%	5.15%	5.81%	5.33%	5.97%	4.35%	5.03%	4.12%	4.70%	5.28%	3.90%	4.45%
4.38% 4.38% 3.61% 3.61% 4.43% 4.14% 4.94% 4.27% 5.04% 4.51% 2.76% 1.84% 2.49% 3.15% 3.81% 4.47% 4.39% 4.38% 4.38% 3.33% 4.56% 5.40% 6.43% 7.06% 4.69% 4.79% 5.49% 4.69% 4.79% 4.40% 4.40% 4.40% 4.40% 4.40% 4.20% 3.25% 3.30% 3.23% 3.23% 4.56% 5.40% 6.75% 5.94% 5.49% 4.69% 4.79% 6.49% 4.70%	3 6	4 38%	%86.4	431%	3.71%	4.40%	5.07%	3.84%	4.48%	3.89%	4.51%	4.03%	3.56%	3.13%	3.05%	3.61%	4.18%	4.74%
2.55% 3.70% 2.69% 2.29% 3.33% 4.36% 5.40% 6.43% 7.46% 7.60% 4.69% 6.43% 5.90% 4.79% 4.79% 4.79% 4.70%	5 6	4 38%	4 38%	3.61%	361%	4.43%	4 14%	4.94%	4.27%	5.04%	4.51%	2.76%	1.84%	2.49%	3.15%	3.81%	4.47%	5.12%
4.72% 6.09% 3.72% 4.61% 6.03% 6.729% 7.29% 7.05% 6.43% 5.30% 4.61% 4.40% 4.40% 40% 4.70%	, (¢	2.55%	3 70%	2.68%	2.29%	3.33%	4.36%	5.40%	6.43%	7.46%	7.60%	4.69%	4.79%	5.48%	4.68%	5.36%	3.85%	4.48%
4 72% 6 35% 3 33% 3 223% 4 61% 6 0.3% 6 .75% 5 99% 5 41% 5 10% 4 81% 4 70% 4 .7	0.5	4.74%	%60.9	3.72%	3.40%	4.57%	5.74%	%06.9	7.29%	7.05%	6.43%	5.30%	4.63%	4.61%	4.40%	4.40%	4.√3%	4.40%
3.27% 5.31% 4.62% 4.85% 3.50% 3.43% 4.61% 4.26% 3.97% 3.86% 3.12%	3	4.72%	6.35%	3.33%	3.23%	4.61%	6.03%	6.75%	5.95%	5.41%	5.10%	4.81%	4.70%	4 70%	4.70%	4.70%	4.70%	4.70%
4.76% 6.16% 5.36% 2.15% 2.50% 3.12% 3.13% 3.13% 3.12%	6	3.27%	5.31%	4.62%	4.85%	3.50%	3.43%	4.61%	4.26%	3.97%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%
5.01% 6.16% 6.32% 2.62%	0-5	4.76%	6 16%	5.35%	2.15%	2.50%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%
Service Officer RMC	9	5.01%	6,16%	6.32%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%
NA NIA NIA NIA NIA NIA NIA NIA NIA NIA N	2	o coire	7710															
N/A N/A N/A N/A 254% 3.42% 4.59% 4.24% 3.96% 4.81% 5.87% 5.88% 3.23% 3.29% 3.2	9 5 5 2	2 5 8 8		,	ç	7	4	q	9	5	414	416	416	>20	>22	>24	>26	>58
N/A N/A N/A 2.54% 3.14% 3.25% 3.23% 3.31% 3.61% 3.23%	, L	- X	. V	7 Y	₹ \$	700	3 42%	4 59%	4 24%	30%	3 89%	4 81%	5.87%	5.87%	5.87%	5.87%	5.87%	5.87%
N/A N/A N/A N/A N/A 2.32% [2.09%] 2.51% 2.88% 3.23% 3.29% 3.20% 3.20% 3.20% 3.20% 3.20% 3.20% 3.20% 3.20% 3.20% 3.20% 3.20% 3.	2 6	ŽŽ	(4/2 2	(A	(A/2	25.4%	3 14%	3.45%	3 23%	3.31%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%
A 10 Officer RMC c1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 c1 >14 >16 >18 >20 >22 >24 >26 c1 >14 >16 >18 >20 >22 >24 >26 c1 >14 >16 >18 >12 >14 +16% c1 >12 >14 +16% c1 >12 >14 >16 >18 >12 >12 >14 +16% c1 >12 <14 >14 >14 >14 >14 >14 >14 >14 >14 >14 >	0 0 0 0	N/A	X X	Z Z	Α N	2.32%	2.09%	2.51%	2.88%	3.23%	3 29%	3.29%	3.29%	3.29%	3.29%	3.29%	3.29%	3.29%
ALIN CALL CALL CALL CALL CALL CALL CALL CAL		0 * * * *																
N/A	1010			(Ċ	-	ć	o,	Ç	Ç	**	41.	ď	200	200	>24	326	>28
4.58% 5.28% 4.32% 4.99% 5.12% 5.11% 5.12% 4.41% 4.22% 4.27% 4.65% 4.70% 4.71% 5.56% 4.39% 3.27% 4.05% 2.96% 3.70% 4.12% 4.94% 4.04% 4.13% 4.24% 4.29% 4.58% 4.67% 4.69% 5.37% 5.37% 5.37% 4.20% 3.12% 4.04% 4.13% 4.41% 4.46% 4.47% 4.74%	-	⊽ ≸	~ *	X X	ጸ ≨	₹ <u>\$</u>	χ Ş	χ <u>Ş</u>	2 4	7 A	* 4/N	2 X	2 2	4.68%	4 60%	5.50%	4.46%	5.31%
4.58% 5.28% 4.32% 4.93% 5.12% 5.11% 5.12% 4.41% 4.22% 4.51% 4.82% 4.74% 4.69% 5.56% 5.49% 5.27% 4.05% 2.96% 3.70% 4.12% 4.94% 4.04% 4.13% 4.24% 4.29% 4.58% 4.67% 4.52% 5.37% 5.37% 5.37% 5.37% 5.20% 3.12% 4.06% 3.14% 4.32% 4.41% 4.41% 4.46% 4.47% 4.74%	ς ·	X	¥ }	¥ 2	C (2)	2 2	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	1	, òC +	/0// 4	, occ ,	/02C Y	A 65.94	4 70%	4 71%	5.56%	30° P	%0% u
3.27% 4.05% 2.96% 3.70% 4.12% 4.94% 4.24% 3.54% 4.12% 4.31% 4.32% 4.51% 4.62% 4.75% 4.52% 5.37% 5.37% 5.37% 5.37% 4.04% 4.18% 4.24% 4.29% 4.58% 4.67% 4.52% 5.37% 5.37% 5.37% 4.18% 5.20% 3.12% 4.06% 3.14% 4.32% 4.36% 4.41% 4.41% 4.41% 4.46% 4.47% 4.74% 4.74% 4.74% 4.74% 4.74% 4.74% 4.74% 4.74% 4.74%	× ×	4.58%	5.28%	4.32%	% 66.	21.5%	5.12%	8 2	5.16%	4.40.4	4.55%	9/13/4	800	1746	7 60%	2 2 3	7 40%	7336
3.44% 4.30% 3.39% 4.21% 4.36% 4.18% 3.54% 4.04% 4.13% 4.24% 4.29% 4.55% 4.55% 4.52% 3.37% 3.37% 3.37% 4.18% 5.20% 3.12% 4.06% 3.14% 4.32% 4.36% 4.41% 4.41% 4.46% 4.47% 4.74% 4.74% 4.74% 4.74% 4.74% 4.74% 4.74%	×3	3.27%	4.05%	5.96%	3.70%	4.12%	4.94%	88.	% 5 5 7 8	4.12%	4.31%	4.31%	4.02.76 % 20.76	4.7470	9/ 50 7	200	9 66	9,000
4 18% 5 20% 3 12% 4 06% 3 14% 4 32% 4 36% 4 41% 4 41% 4 46% 4 47% 4 74% 4 74% 4 74% 4 74% 4 74% 4 74% 4 74%	¥.2	3.44%	4.30%	3.39%	4.21%	4 36%	4.18%	3.8	4.04%	4.13%	4.24%	4.29%	45 86 86	%/0.4	4.52%	0.27%	0.75.0	0,7/2
	× ×	4 18%	2.20%	3.12%	4.06%	3.14%	4 32%	4.36%	4.41%	4.41%	4.46%	4.47%	4 74%	4.74%	4 /4%	4 /4%	4 /4%	4 /4%

Table 3-5 (cont.). Three-year transition (1994 to 1995) RMC raise (Year 2: compare to 4.1 percent)

	٥	7	%	ぷ	¥	%	જ	×10	>12	>14	>16	>18	>20	>22	224	326	80%
6- <u>ш</u>	N/A	N/A	Ϋ́	A/A	A/A	۷ X	A/S	3.60%	3.81%	4.05%	4.22%	4.42%	4.65%	4.09%	4.85%	3.25%	3.97%
	ΥX	Ϋ́	Ϋ́	N/A	N/A	K/A	3.42%	3.62%	3.78%	3.99%	4 10%	4.34%	4.47%	3.83%	4 77%	3.06%	3.96%
	3.54%	4.39%	3.75%	3.91%	4.08%	4.12%	4.16%	4.19%	4.16%	3.85%	3.82%	3.86%	4.17%	3.28%	4.50%	2.81%	3.94%
	3.40%	4.35%	3.70%	3.88%	4.05%	4.09%	4.15%	4.17%	3,77%	3.85%	3.60%	3.67%	3.67%	3.67%	3.67%	3.67%	3.67%
	3.72%	4.78%	4.28%	4.45%	4.69%	4.27%	4.32%	4.35%	3.94%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%
E 4	3.18%	4.36%	4.58%	4.67%	4.31%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
4	2.45%	3.71%	4.06%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%
E-2	1.38%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%
لسنا	.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%
Officer RMC	υ																
	7	7	%	ч	7	ሄ	ፙ	51	>12	×14	×16	×18	×20	>25	>24	>26	>28
_		4.16%	3.95%	3.95%	4.65%	5.34%	4.99%	5.66%	4.82%	5.47%	4.16%	4.84%	3.62%	4.22%	4.80%	3,998	4 22%
	4.17%	4.17%	4.17%	3.62%	4.29%	4.96%	4.94%	5.58%	5.11%	5.73%	4.15%	4.81%	3.91%	4.49%	2.06%	3.69%	4.23%
0-8		4.17%	4.11%	3.50%	4.19%	4.86%	3.63%	4.27%	3.68%	4.30%	3.82%	3.35%	2.95%	2.83%	3.40%	3,96%	4.52%
		4.18%	3.40%	3.40%	4.23%	3.93%	4.73%	4.07%	4.82%	4.31%	2.54%	1.57%	2.25%	2.93%	3.59%	4.25%	4.90%
		3.49%	2.46%	2.05%	3.12%	4.16%	5.18%	6.18%	7.16%	7.29%	4.49%	4.58%	5.26%	4.47%	5,14%	3,63%	4.28%
		2.86%	3.52%	3.19%	4.37%	5.51%	6.63%	7.00%	6.77%	6.19%	5.09%	4.48%	4.41%	4.19%	4.19%	4.19%	4.19%
4		6.09%	3.11%	3.05%	4.39%	5.78%	6.43%	5.71%	5.19%	4.89%	4.59%	4.48%	4.48%	4.48%	4.48%	4.48%	4.48%
		5.09%	4.40%	4.63%	3.28%	3.22%	4.40%	4.05%	3.77%	3.65%	3.65%	3.65%	3.65%	3.65%	3.65%	3.65%	3.65%
	4.51%	5.88%	5.10%	1.87%	2.24%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%	2.87%
	.20%	5.34%	2.50%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%
Prior-Service Officer RMC	e Officer	·RMC															-
	<u>~</u>	7	7	ል	¥	፞፞፞፞፞	જ	×10	>12	*14	>16	× 18	520	>25	>24	>26	>28
	N/A	K/X	N/A	Α/N	3.28%	3.25%	4.39%	4.04%	3.77%	3.69%	4.60%	5.63%	5.63%	5.63%	5.63%	5.63%	5.63%
OE-2	۷ X	ΥX	N/A	N/A	2.30%	2.91%	3.22%	3.01%	3.08%	3.39%	3 39%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%
	A/N	Ϋ́	ΚX		2.04%	1.81%	2.24%	2.63%	2.98%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%
Warrant Officer RMC	icer RMC	O															
	7	7	۶2	ል	1	ሄ	ሟ	5	>12	>14	>16	×18	×20	>25	>24	>26	>28
			N/A	A/A	N/A	N/A	Α/Z	Y/Z	K/X	N/A	N V	A X	4.47%	4.38%	5.27%	4.24%	5.09%
₩			4.12%	4.79%	4.91%	4.95%	4.91%	4.91%	4.21%	4.05%	4.06%	4.43%	4.49%	4.49%	5.33%	4.17%	4.98%
		3.84%	2.75%	3.49%	3.93%	4.73%	4.09%	3.74%	3.93%	4.10%	4.30%	4.61%	4.53%	4.47%	5.32%	5.25%	6.07%
			3.18%	4.00%	4.16%	3.97%	3.73%	3.84%	3.92%	4.04%	4.09%	4.36%	4.45%	4.30%	5.13%	5.13%	5.13%
W-1 3.	3.93%	4.92%	2.85%	3.80%	2.87%	4.06%	4.11%	4.17%	4.16%	4.21%	4.25%	4.48%	4.48%	4.48%	4.48%	4 48%	4 48%

Table 3-5 (cont.). Three-year transition (1995 to 1996) RMC raise (Year 3: compare to 4.0 percent)

	Enlisted Member RMC	၌															
	7	7	7	د	¥	ኇ	%	10	>12	×14	>16	×18	>50	>22	>24	>26	>28
ச	A/A	N/A	N/A	Y/N	A/N	Y/N	N/A	3.53%	3.75%	3.99%	4.15%	4.37%	4.56%	4.03%	4.78%	3.17%	3.90%
й	K/Z	A/A	N/A	N/A	N/A	K K	3.36%	3.54%	3.72%	3.95%	4.04%	4.27%	4.39%	3.74%	4.69%	2.98%	3.88%
E-7	3.50%	4.36%	3.72%	3.86%	4.01%	4.04%	4.12%	4.14%	4.09%	3.78%	3.77%	3.80%	4.10%	3.21%	4.43%	2.72%	3.87%
φ Ш	3.36%	4.31%	3.63%	3.83%	3.97%	4.05%	4.10%	4.12%	3.72%	3.80%	3.57%	3.62%	3.62%	3.62%	3.62%	3.62%	3.62%
E-5	3.69%	4.74%	4.25%	4.41%	4.61%	4.21%	4.25%	4.28%	3.88%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%
E-4	3.18%	4.37%	4.54%	4.63%	4.27%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%
င်း	2.37%	3.66%	3.99%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%
E-2	1.27%	2.66%	2.66%	5.66%	2.66%	5.66%	2.66%	5.66%	2.66%	7.66%	5.66%	5.66%	5.66%	5.66%	5.66%	2.66%	2.66%
<u></u>	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%
Officer RMC	Ş																
	⊽	7	7,	χ	オ	ሃ	%	ot^	>12	×14	>16	>18	×20	>22	>24	>26	>28
0-10	4 08%	4.08%	3.87%	3.87%	4.57%	5.25%	4.91%	2.56%	4.74%	2.36%	4.08%	4.75%	3.53%	4.13%	4.71%	3.56%	4.13%
6-0	4.10%	4 10%	4 10%	3.54%	4.25%	4.87%	4.86%	5.48%	5.02%	5.63%	4.07%	4.72%	3.85%	4.40%	4.96%	3.60%	4.14%
80	4.09%	4.09%	4.03%	3.45%	4.11%	4.77%	3.55%	4.20%	3.60%	4.23%	3.74%	3.25%	2.81%	2.73%	3.31%	3.87%	4.43%
0-7	4.11%	4.11%	3.33%	3.33%	4 16%	3.86%	4.65%	3.99%	4.74%	4.23%	2.44%	1.42%	2.14%	2.83%	3.51%	4.17%	4.81%
9	2.25%	3.42%	2.36%	1.94%	3.04%	4.09%	2.09%	%90.9	7.00%	7.11%	4.40%	4.49%	5.15%	4.37%	5.04%	3.55%	4.19%
9-5	4.46%	5.75%	3.45%	3.10%	4.29%	5.41%	6.48%	6.84%	6.61%	890.9	4.99%	4.39%	4.31%	4.09%	4.09%	4.09%	4.09%
9	4.45%	5.99%	3.03%	2.94%	4.31%	5.68%	6.36%	5.62%	5,11%	4.80%	4.50%	4.39%	4.39%	4.39%	4.39%	4.39%	4.39%
<u>63</u>	2 98%	5.01%	4.34%	4.56%	3.21%	3.13%	4.33%	3.97%	3.69%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%
0-5	4.44%	5.77%	5.03%	1.74%	2.12%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%
<u>0</u>	4,12%	5.24%	5.42%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1 76%	1.76%	1.76%	1.76%	1 76%	1.76%
Prior-Serv	Prior-Service Officer RMC	RMC															
	⊽	7	3	%	4	%	ሟ	510	>12	>14	>16	×18	×20	>22	>24	>26	>28
0E-3	N/A	A/A	N/A	N/A	3.22%	3.13%	4.35%	3.97%	3.69%	3.61%	4.52%	5.51%	5.51%	5.51%	5.51%	5.51%	5.51%
OE-2	A/A	N/A	Y/N	A/A	2.19%	2.82%	3.15%	2.93%	3.00%	3.30%	3.30%	3.30%	3.30%	3.30%	3.30%	3.30%	3.30%
OE-1	∀ /Z	A/A	N/A	N/A	1.94%	1.70%	2.12%	2.53%	2.91%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%	2.95%
Warrant C	Warrant Officer RMC	O															
	⊽	7	×,	κχ	¥	%	ሟ	۰ ۱	>12	* 14	>16	×18	>20	>25	>24	>26	>28
W-5	A/A	N/A	A/N	N/A	A/A	∀ /X	A/A	A/N	A/A	A/A	A/N	A/A	4.37%	4.29%	5.17%	4 15%	4.98%
X 4	4.30%	4.98%	4.05%	4.70%	4.82%	4.83%	4.83%	4.85%	4.13%	3.93%	3.98%	4.34%	4.39%	4.39%	5.23%	4.06%	4.85%
% -3	5.99%	3.77%	2.67%	3.43%	3.86%	4.65%	4.05%	3.65%	3.85%	4.03%	4.23%	4.51%	4.45%	4.38%	5.21%	5 14%	5.93%
₩-2	3 16%	4.02%	3.11%	3.95%	4.09%	3.91%	3.67%	3.76%	3.85%	3.95%	4.01%	4.26%	4.36%	4.20%	5.03%	5.03%	5.03%
111	3 AG 9/	4 87%	2.77%	3.72%	2.78%	4.00%	4.05%	4.10%	4.09%	4.12%	4.15%	4.38%	4.38%	4.38%	4.38%	4.38%	4 38%

Table 3-6. Modified one-year transition (1993 to 1994) basic pay raise (Year 1: compare to 4.3 percent)

		c		The state of the section of the sect													
	Enilsted Meinber Dasic Fay	ISIC rdy															
<u></u>	∵	7	%	ጞ	¥	ሄ	જ	×10	×12	>14	×16	×18	×20	×22	>24	>26	×28
.	Ϋ́Z	N/A	N/A	N/A	N/A	N/A	۷/X	3.23%	4.17%	5.19%	5.88%	6.75%	7.64%	5.25%	8.45%	3.21%	4.66%
<u>щ</u>	Χ	A/A	¥ X	N/A	Y/X	∢ Z	2.55%	3.45%	4.15%	5.04%	5.55%	6.54%	7.04%	4.21%	8.26%	2.88%	4.69%
E-7	3.48%	7.80%	4.41%	5.12%	5.81%	5.92%	6.14%	6.21%	5.99%	4.53%	4.43%	4.57%	5.90%	3.36%	7.25%	2.40%	4.74%
φ W	2.97%	7.97%	4.34%	5.22%	5.79%	6.04%	6.29%	6.32%	4.39%	4.74%	3.62%	3.89%	3.89%	3.89%	3.89%	3.89%	3.89%
r. S	4.92%	10.61%	7.63%	8.35%	9.33%	7.09%	7.21%	7.30%	5.33%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%
m 4	2.47%	8.58%	9.45%	9.64%	7.59%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%	8.40%
<u>п</u> Э	2.43%	5.25%	6.77%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%	9.48%
E-2	0.72%	2.27%	2.27%	2.27%	2.57%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%
ú	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%
E-1 <4	3.62%	N/A	N/A	N/A	A/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	A/A	N/A	N/A	N/A	N/A
Officer	Officer Basic Pay																
	` ⊽	7	7	ሜ	¥	ģ	ሟ	10	>12	14	>16	× 18	×20	>22	>24	>26	>28
0-10	3.70%	3.70%	2.89%	2.89%	5.61%	8.33%	6.94%	89.56%	6.29%	8.77%	3.83%	6.39%	2.99%	4.08%	6.27%	3.11%	4.15%
6-O	3.62%	3.62%	3.67%	2.59%	4.15%	6.79%	6.72%	8.30%	7.40%	9.88%	3.70%	6.26%	2.86%	5.04%	7.22%	3.11%	4.13%
80	3.55%	3.55%	3.33%	2.26%	3.66%	6.39%	2.60%	4.08%	2.75%	4.23%	2.39%	2.33%	2.39%	2.32%	2.51%	3.04%	5.16%
0-7	3.39%	3.39%	2.40%	2.40%	3.68%	2.52%	5.81%	3.12%	6.22%	4.13%	1.56%	0.64%	1.49%	2.35%	2.79%	4.07%	%09.9
90	0.31%	204%	0.70%	0.27%	1.75%	3.12%	7.57%	12.02%	16.47%	16.94%	4.69%	5.14%	7.92%	4.72%	7.43%	2.80%	4.05%
9	4.31%	10.82%	2.00%	1.63%	3.83%	8.99%	14.15%	15.81%	14.64%	11.89%	7.11%	4.63%	4.34%	3.51%	3.57%	3.51%	3.51%
0-4	3.99%	11.71%	1,26%	1.26%	3.83%	10.01%	13.08%	9.65%	7.40%	6.14%	4.96%	4.56%	4.56%	4.56%	4.56%	4.56%	4.56%
63	0.64%	6.43%	3.49%	4.59%	1.61%	1.59%	3.85%	2.49%	2.27%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%	2.08%
0-5	3.36%	%E9 6	6.14%	-0.53%	0.05%	0.93%	0.93%	0.83%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%	0.93%
<u>9</u>	1.71%	6.77%	7.58%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	-0.83%	0.83%
Prior-Se	Prior-Service Officer Basic Pay	Basic Pa	_														
	⊽	7	%	አ	*	ዏ	ሟ	<u>ځ</u>	>12	*14	>16	>18	×20	>22	>24	>26	>28
OE-3	N/A	A/A	A/A	A/N	1.61%	1.59%	3.85%	2.49%	2.27%	2.19%	4.86%	80.6	%60 ['] 6	%60.6	80.6	%60.6	%60.6
OE-2	A/N	A/A	N/A		0.02%	0.93%	1.43%	- 33%	1.41%	1.85%	1.85%	1.85%	1.85%	1.85%	1.85%	1.85%	1.85%
OE-1	N/A	N/A	N/A		-0.83%	-0.92%	-0.23%	0.37%	0.93%	1.11%	1,11%	1.11%	1.11%	1.11%	1.1%	1.11%	1.11%
Warrant	Warrant Officer Basic Pay	c Pay															
	7	7	>5	%	¥	ዿ	æ	×10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	N/A	X/A	N/A	N/A	N/A	A/A	N/A	A/N	N/A	ΚX	A/A	A/A	4.45%	4 15%	7.66%	3.69%	6.97%
W-4	3.27%	6.50%	2.26%	5.26%	5.84%	5.91%	5.93%	2.96%	3.05%	2.35%	2.57%	4.16%	4.43%	4 47%	7.90%	%/∵€	6.45%
¥-3	0.53%	1.71%	%62.0	1.39%	2.06%	4.89%	2.19% [2.04%	2.19%	2.48%	3.36%	4.70%	4.40%	4.24%	7.74%	7.47%	10.84%
W-2	0.45%	1.73%	0.58%	1.82%	2.10%	1.97%	1.75%	1.97%	2.15%	2.28%	2.25%	3.48%	3.92%	3.35%	6.81%	6.81%	6.81%
×	1.03%	4.91%	-0.19%	1.24%	0.09%	1.92%	2.10%	2.17%	2.25%	2.50%	2.66%	3.81%	3.81%	3.81%	3.81%	3.81%	3.81%

Table 3-6 (cont.). Modified one-year transition (1994 to 1994) basic pay raise (Year 2: compare to 4.1 percent)

Enlisted	Enlisted Member Basic Pay	sasic Pay															
	7	7	ζ,	ሜ	X	%	ሟ	×10	>12	≯1 ×	>16	√	×20	>25	>24	>26	>28
<u>н</u> 6-л	4.10%	4.10%	4,10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	2.63%	4.10%
E-8	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4 10%	2.26%	4.10%
E-7	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4,10%	4.10%	2.74%	4.10%	1.74%	4.10%
φ	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
E-5	4.10%	4.10%	4.10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
E-4	4.10%	4 10%	4 10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
n S	2.22%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
E-2	0.39%	2.06%	2.06%	5.06%	2.06%	5.06%	2.06%	2.06%	5.06%	2.06%	2.06%	7.06%	2.06%	790.2	2.06%	2.06%	2.06%
<u>ω</u>	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%
E-1 <4	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
Officer E	Officer Basic Pay																
	. ₩	7	%	ሜ	¥	94	ጞ	>10	>12	>14	≥16	>18	>20	>25	>24	>26	>28
9 5	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4 10%	4.10%	4.10%	4.10%	3.00%	4.10%	4.10%	3.07%	4.10%
60	4.10%	4.10%	4.10%	3.02%	4.10%	4.10%	4.10%	4.10%	4 10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	3.08%	4.10%
80	4.10%	4.10%	4 10%	2.76%	4 10%	4.10%	3.04%	4.10%	3.16%	4.10%	4.10%	2.40%	2.43%	2.33%	2.50%	4.10%	4.10%
67	4, 10%	4.10%	3 03%	3.03%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	1.97%	0.63%	1.52%	2.40%	2.83%	4.10%	4.10%
90	1.22%	3.04%	1.53%	%66.0	2.56%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	2.85%	4.10%
0-5	4 10%	4.10%	3.08%	2.61%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
9	4 10%	4.10%	2.51%	2.41%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%
ဝ	2.34%	4.10%	4.10%	4.10%	2.85%	2.76%	4.10%	4.10%	3.30%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%
5	4.10%	4 10%	4.10%	0.82%	1.38%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%	2.28%
2	4.10%	4, 10%	4 10%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	0.88%	%88.0	0.88%	0.88%	0.88%	0.88%	0.88%
Prior-Se	rvice Office	Prior-Service Officer Basic Pay	ay														
	~	7	ζ,	ፈ	¥	ඉ	ሟ	×10	>12	×14	>16	×18	×20	>22	>24	>56	>28
OE-3	4.10%	4.10%	4.10%	4.10%	2.85%	2.76%	4.10%	4.10%	3.30%	3.14%	4.10%	4.10%	4.10%	4 10%	4.10%	4.10%	4.10%
OE-2	4,10%	4 10%	4 10%	4.10%	1.38%	2.28%	2.75%	2.48%	2.61%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%
OE-1	4.10%	4 10%	4.10%	4.10%	0.88%	0.62%	1.29%	1.37%	241%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%
Warrant	Warrant Officer Basic Pay	sic Pay															
-	₹	7	%	చ	4	9	જ	>10	>12	>14	>16	>18	>20	>22	>24	>26	>28
W-5	4.10%	4.10%	4 10%	4 10%	4 10%	4,10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4 10%	4 10%	4.10%	4.10%	4 10%
W-4	4 10%	4.10%	4.10%	4 10%	4 10%	4 10%	4.10%	4.10%	4.10%	4 10%	4 10%	4.10%	4 10%	4.10%	4.10%	4 10%	4 10%
W-3	2.38%	3.60%	1.95%	3.10%	3.76%	4.10%	4.10%	3.50%	3.59%	4.10%	4.10%	4.10%	4.10%	4 10%	4.10%	4.10%	4 10%
W.2	2.59%	3.98%	2.56%	3.86%	4.06%	3.82%	3.47%	3.63%	3.76%	3.79%	4.10%	4.10%	4.10%	4 10%	4.10%	4.10%	4.10%
¥-1	3.69%	4.10%	2.03%	3.53%	2 13%	3.96%	4.03%	4.10%	4 10%	4.10%	4 10%	4 10%	4 10%	4.10%	4.10%	4.10%	4 10%

Table 3-6 (cont.). Modified one-year transition (1995 to 1996) basic pay raise (Year 3: compare to 4.0 percent)

Harry Harr	Enlisted	Enlisted Member Basic Pay	Basic Pay															
4 00% 4 00% <th< td=""><td></td><td>⊽</td><td>7</td><td>7,</td><td>ሜ</td><td>¥</td><td>%</td><td>જ</td><td>×10</td><td>>12</td><td>>14</td><td>>16</td><td>×18</td><td>>20</td><td>>22</td><td>>24</td><td>>26</td><td>>28</td></th<>		⊽	7	7,	ሜ	¥	%	જ	×10	>12	>14	>16	×18	>20	>22	>24	>26	>28
4 00% 4 00%	6-3 -	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
4 00% 4 00%	п	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%
4 00% 4 00%	E-7	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%
4 00% 4 00%	E Q	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
100% 4.00%	F-5	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
C158% A 00% A 00	E-4	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
C13% 400% 410% 410% 4100%	F-3	2.05%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%
104% 104%	E-2	0.13%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Figure Pay 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	<u>~</u>	1.04%	1.04%	1.04%	04%	1.04%	1.04%	88.	194%	1.04%	1.04%	1.04%	1.04%	1.04%	1,04%	1.04%	1.04%	1.04%
FBSSIC Pay 4 100% 4 00%		4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
100% 100%	Officer E	Basic Pay																
1 00% 4 00		⊽	7	%	ά	¥	%	ሟ	× 10	>12	×14	× 16	×18	>20	>22	>24	>26	>28
4 00% 4 00% <th< td=""><td>0-10</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4 00%</td></th<>	0-10	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4 00%
4 00% 4 00% 2 292% 2 292% 2 292% 2 4 00% 4 00% 4 00% 4 00% 4 00% 4 00% 1 88% 0 42% 2 13% 2 19% 4 00% 4 00% 4 00% 4 00% 1 88% 0 42% 2 13% 2 19% 4 00% 4	6.O	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%
4 00% 4 00% 2 292% 2 292% 4 00% 4 0	9-0	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	2.31%	2.19%	4.00%	4.00%	4.00%
104% 2.94% 1.37% 0.80% 2.43% 4.00%	0-7	4 00%	4.00%	2.92%	2.92%	4.00%	4.00%	4.00%	4 ×30%	4.00%	4.00%	1.82%	0.42%	1.36%	2.27%	4.00%	4.00%	4 00%
4 00% 4 00% 2 57% 2 49% 4 00% <th< td=""><td>90</td><td>1.94%</td><td>2.94%</td><td>1.37%</td><td>%08.0</td><td>2.43%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td></th<>	90	1.94%	2.94%	1.37%	%08.0	2.43%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%
4.00% 4.00% 2.39% 2.28% 4.00% <th< td=""><td>0.5</td><td>4 00%</td><td>4.00%</td><td>2.97%</td><td>2.49%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td></th<>	0.5	4 00%	4.00%	2.97%	2.49%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
2.20% 4.00% <th< td=""><td>0-4</td><td>4.00%</td><td>4 00%</td><td>2.39%</td><td>2,28%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 20%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td></th<>	0-4	4.00%	4 00%	2.39%	2,28%	4.00%	4.00%	4.00%	4 20%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
4 00% 4 00% 4 00% 4 00% 4 00% 4 00% 4 00% 4 00% 5 1.21% 2 15% <	0-3	2.20%	4.00%	4.00%	4 00%	2.73%	2.66%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
4 00% 4 00% 4 00% 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0-5	4 00%	4 00%	4.00%	0.62%	1.21%	2 15%	2.15%	2 15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%	2.15%
-Service Officer Basic Pay 1	9	4.00%	4.00%	4.00%	0.70%	0.70%	0.70%	0.70%	%02.0	0 70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%	0.70%
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 4 00% 2 32% 2 32% 2 92% 2 92% 2 92% 2 92% 2 90% 4 00% 4 00% 1 00% 4 00% 4 00% 1 00% 1 00% 1 00% 2 40%	Prior-Se	rvice Office	er Basic P.	ay														
4 00% 4 00% 4 00% 4 00% 6 2.73% 2 66% 4 00		7	7	>5	ያ	¥	φ	%	10	>12	×14	> 16	×18	×20	>22	>24	>26	>28
2 4 00% 4 00% 4 00% 4 00% 6 1.21% 2.15% 2.62% 2 34% 2.47% 2.32% 2.92% 2.	OE-3	4.00%	4.00%	4 00%	%00°7	2.73%	2.66%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
ant Officer Basic Pay	0E-2	4.00%	4 00%	4.00%	4 00%	1.21%	2.15%	2.62%	234%	2.47%	2.32%	2.92%	2.92%	2.92%	2.92%	2.92%	2 92%	2.92%
ant Officer Basic Pay 1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 4 00% 4	OE:1	4.00%	4.00%	4 00%	4.00%	0.70%	0.39%	1.09%	1.72%	2.29%	2.40%	2.40%	2.40%	2.40%	2.40%	2.40%	2.40%	2.40%
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 >26 4.00%	Warrant	Officer Ba	sic Pay															
4 00% 4 00% <th< td=""><td></td><td>⊽</td><td>7</td><td>^2</td><td>ፚ</td><td>¥</td><td>φ</td><td>%</td><td>510</td><td>>12</td><td>4 4</td><td>>16</td><td>>18</td><td>>20</td><td>>25</td><td>>24</td><td>>26</td><td>>28</td></th<>		⊽	7	^2	ፚ	¥	φ	%	510	>12	4 4	> 16	>18	>20	>25	>24	>26	>28
4 00% 4 00% <th< td=""><td>W-5</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td><td>4.00%</td></th<>	W-5	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%
2.26% 3.52% 1.61% 2.98% 3.65% 4.00% <th< td=""><td>W-4</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td><td>4.00%</td><td>4 00%</td><td>4.00%</td></th<>	W-4	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%	4 00%	4.00%
2.46% 3.87% 2.44% 3.76% 4.00% 3.73% 3.36% 3.51% 3.67% 4.00%	W.3	2.26%	3.52%	1.81%	2.98%	3.65%	4.00%	4.00%	3.40%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%	4 00%	4 00%
3.58% 4.00% 1.90% 3.41% 2.00% 3.87% 3.92% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00%	W-2	2.46%	3.87%	2.44%	3.76%	4 00%	3.73%	3.36%	3.51%	3.67%	4.00%	4.00%	4 00%	4.00%	4.00%	4 00%	4.00%	4.00%
	¥.	3.58%	4.00%	1.90%	3.41%	200%	3.87%	3.92%	4 00%	4.00%	4.00%	4 00%	4 00%	4 00%	4.00%	4 00%	4 00%	4.00%

Table 3-7. Modified one-year transition (1993 to 1994) RMC raise (Year 1: compare to 4.3 percent)

Column C	Enlisted	Enlisted Member Basic Pay	Sasic Pay															
NA	-	⊽	^	%	ч	¥	4%	%	×10	>12	>14	16	×18	×20	>22	>24	>26	>29
NA NIA NIA NIA NIA NIA NIA NIA S. 20% 2.89% 3.39% 3.56% 3.61% 5.70% 5.44% 3.61% 5.72% 5.89% 3.60% 4.35% 4.45% 4.45% 4.65% 4.70% 3.69% 3.66% 3.61% 5.72% 5.89% 3.64% 3.65% 4.05% 4.45% 4.65% 4.45% 4.65% 5.62% 3.61% 3.72% 4.70% 4.70% 4.70% 3.69	е .	N/A	N/A	A/A	N N	N/A	A/Z	N/A	2.83%	3.48%	4.20%	4.69%	5.32%	5.97%	4.32%	6.61%	2.88%	3.94%
2.04% 5.40% 3.44% 3.89% 4.35% 4.45% 4.55% 4.70% 4.59% 3.65% 3.65% 3.61% 3.72% 4.65% 2.29% 2.29% 2.29% 3.99%	Ш Ф	N/A	Y/N	ΥN	A/X	N/A	A/N	2.30%	2.89%	3.39%	4.00%	4.37%	5.07%	5.44%	3.51%	898.9	2.59%	3.91%
2 72% 5.55% 1.54% 4.09% 4.47% 4.65% 4.94% 1.99% 3.95%	E-7	2.84%	5.40%	3.44%	3.89%	4.35%	4.45%	4.63%	4.70%	4.59%	3.66%	3.61%	3.72%	4.62%	2.92%	5.62%	2.26%	3.94%
4 67% 7 91% 6 28% 6 75% 7 39% 6 06% 6 17% 6 25% 4 99% 4 70% 4 70% 4 70% 4 70% 7 503% 7 633% 7	Ψ	2.72%	5.58%	3.54%	4.09%	4.47%	4.65%	4.84%	4.90%	3.69%	3.93%	3.20%	3.39%	3.39%	3.39%	3.39%	3.39%	3.39%
Colored Rights Colo	п S	4.67%	7.91%	6.28%	6.75%	7.39%	%90.9	6.17%	6.25%	4.99%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%
String S	m 4	4.02%	7.52%	8.17%	8.34%	7.10%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%
10 10 10 10 10 10 10 10	ဗို	5.15%	6.80%	%69.2		9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%
10 86% 1	E-2	8.00%	8.95%	8.95%	г	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%	8.95%
4 1414% N/A N/A <td>ய்</td> <td>10.86%</td> <td>10.86%</td> <td>10.86%</td> <td></td> <td>10.86%</td>	ய்	10.86%	10.86%	10.86%		10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%	10.86%
Fer Basic Pays	E-1 <4	14.14%	A/A	N/A	l	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
c1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >10 >12 >14 >16 >18 >10 >12 >14 >16 >18 >10 >12 >14 >16 >18 >20 >22 4 53% 4 51% 3 36% 5 99% 6 92% 6 86% 3 83% 7 38% 4 50% 6 49% 3 76% 5 50% 3 76% 5 50% 4 50% 6 50% 3 76% 5 50% 3 76% 5 50% 3 76% 5 50% 3 76% 5 50% 3 76% 5 50% 3 76% 5 78% <td< td=""><td>Officer E</td><td>asic Pay</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Officer E	asic Pay																
4 51% 3 86% 3 86% 5 96% 8 11% 7 02% 9 08% 6 50% 8 48% 4 50% 6 50% 6 44% 5 64% 3 76% 5 50% 4 53% 4 53% 4 55% 3 55% 4 55% 3 62% 6 22% 3 72% 4 46% 6 44% 3 76% 5 50% 4 55% 4 55% 3 78% 4 55% 4 55% 3 78% 4 50% 5 78% 3 78% 5 50% 2 78% 4 55% 3 78% 4 50% 6 22% 3 75% 4 93% 2 13% 2 13% 2 78% 3 45% 5 62% 3 62% 6 22% 1 0 69% 13 80% 14 19% 7 83% 2 34% 5 78% 5 78% 5 78% 5 78% 5 78% 5 78% 5 78% 5 78% 5 78% 5 78% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88% 5 88%		⊽	7	۲,	ሜ	¥	ኇ	%	۰ ۲	>12	>14	×16	×18	×20	×25	>24	>26	>28
4.53% 4.55% 4.55% 4.90% 6.92% 6.86% 8.83% 7.38% 4.46% 6.48% 3.76% 5.90% 5.90% 4.53% 4.55% 4.55% 4.55% 4.90% 6.92% 6.86% 3.72% 4.46% 6.48% 3.76% 5.60% 2.64% 5.72% 4.60% 3.72% 4.46% 6.51% 2.48% 3.75% 2.54% 4.34% 3.78% 2.64% 3.76% 2.64% 3.76% 3.76% 3.76% 3.76% 3.64% 3.76% 3.76% 3.76% 3.76% 3.78% 3.64% 3.76% 3.78% <th< td=""><td>0-10</td><td>4 51%</td><td>4.51%</td><td>3.86%</td><td>3.86%</td><td>5.98%</td><td>8.11%</td><td>7.02%</td><td>80.6</td><td>6.50%</td><td>8.48%</td><td>4.50%</td><td>6.57%</td><td>3.78%</td><td>4.67%</td><td>6.46%</td><td>3.84%</td><td>4.70%</td></th<>	0-10	4 51%	4.51%	3.86%	3.86%	5.98%	8.11%	7.02%	80.6	6.50%	8.48%	4.50%	6.57%	3.78%	4.67%	6.46%	3.84%	4.70%
4.53% 4.53% 4.34% 3.53% 4.53% 4.53% 4.94% 3.79% 4.93% 3.49% 3.79% 4.93% 2.64% 2.64% 2.64% 3.79% 4.93% 2.93% 2.76% 2.64% 3.79% 4.93% 2.93% 2.93% 2.76% 3.76% <th< td=""><td>60</td><td>4.53%</td><td>4.53%</td><td>4.55%</td><td>3.70%</td><td>4.90%</td><td>6.92%</td><td>6.86%</td><td>8.83%</td><td>7.38%</td><td>8.30%</td><td>4.46%</td><td>6.48%</td><td>3.76%</td><td>5.50%</td><td>7.23%</td><td>3.91%</td><td>4.74%</td></th<>	60	4.53%	4.53%	4.55%	3.70%	4.90%	6.92%	6.86%	8.83%	7.38%	8.30%	4.46%	6.48%	3.76%	5.50%	7.23%	3.91%	4.74%
4 55% 4 55% 3 78% 3 78% 4 70% 3 87% 6 22% 4 22% 6 51% 4 93% 2 51% 2 13% 2 70% 3 46% 5 50% 5 24% <th< td=""><td>80</td><td>4.53%</td><td>4.53%</td><td>4.34%</td><td>3.53%</td><td>4.58%</td><td>6.62%</td><td>3.72%</td><td>4.84%</td><td>3.79%</td><td>4.93%</td><td>3.48%</td><td>3.39%</td><td>2.76%</td><td>2.64%</td><td>3.49%</td><td>3.91%</td><td>2.60%</td></th<>	80	4.53%	4.53%	4.34%	3.53%	4.58%	6.62%	3.72%	4.84%	3.79%	4.93%	3.48%	3.39%	2.76%	2.64%	3.49%	3.91%	2.60%
2.78% 3.93% 2.89% 3.53% 4.49% 7.59% 10.69% 13.80% 14.19% 5.78% 5.78% 7.85% 5.43% 5.44% 4.60% 5.44% 4.60% 5.44% 5.74% 4.17% 5.34% 5.64% 5.44% 5.84% 5.24% 3.56% 3.56% 3.66%	0-7	4.55%	4.55%	3.78%	3.78%	4.70%	3.83%	6.22%	4.22%	6.51%	4.93%	2.91%	2.13%	2.79%	3.46%	2.82%	4.79%	6.76%
5.62% 9.69% 3.62% 5.11% 8.61% 12.10% 13.27% 12.55% 10.70% 7.30% 5.47% 5.24% 4.60% 5.56% 10.44% 3.62% 3.62% 5.11% 8.61% 12.10% 13.27% 16.55% 10.70% 5.30% 5.48%	90	2.78%	3.93%	2.89%	2.50%	3.53%	4.49%	7.59%	10.69%	13.80%	14.19%	5.47%	2.78%	7.85%	5.43%	7.48%	3.90%	4 87%
5.56% 10.44% 3.52% 3.42% 5.20% 9.47% 11.65% 9.25% 7.63% 6.70% 5.80% 5.48% 3.76% <	0-5	5.62%	%69 6	3.96%	3.62%	5.11%	8.61%	12.10%	13.27%	12.55%	10.70%	7.30%	5.47%	5.24%	4.60%	4.60%	4.60%	4.60%
3.52% 7.33% 5.25% 5.94% 3.77% 3.62% 5.24% 4.17% 3.94% 3.76% <th< td=""><td>0</td><td>2.56%</td><td>10.44%</td><td>3.52%</td><td>3.42%</td><td>5.20%</td><td>9.47%</td><td>11.65%</td><td>9.25%</td><td>7.63%</td><td>6.70%</td><td>2.80%</td><td>5.48%</td><td>5.48%</td><td>5.48%</td><td>5.48%</td><td>5.48%</td><td>5.48%</td></th<>	0	2.56%	10.44%	3.52%	3.42%	5.20%	9.47%	11.65%	9.25%	7.63%	6.70%	2.80%	5.48%	5.48%	5.48%	5.48%	5.48%	5.48%
5.61% 9.81% 7.40% 2.39% 2.73% 3.36% 2.84% 3.84% 3.84% 3.84% 3.84% 3.81% 3.84% 3.84% 3.84% 3.84% 3.84% 3.84% 3.84% 3.84% 3.84% 3.84% 3.84% 3.84% 3.84% <th< td=""><td>ဗိ</td><td>3.52%</td><td>7.33%</td><td>5.25%</td><td>5.94%</td><td>3.71%</td><td>3.62%</td><td>5.24%</td><td>4.17%</td><td>3.94%</td><td>3.76%</td><td>3.76%</td><td>3.76%</td><td>3.76%</td><td>3.76%</td><td>3.76%</td><td>3.76%</td><td>3.76%</td></th<>	ဗိ	3.52%	7.33%	5.25%	5.94%	3.71%	3.62%	5.24%	4.17%	3.94%	3.76%	3.76%	3.76%	3.76%	3.76%	3.76%	3.76%	3.76%
5 22% 8 69% 9 21% 2 84%	0-5	5.61%	9.81%	7.40%	2.39%	2.73%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%
-Service Officer Basic Pay 1	<u>ō</u>	5 22%	8.69%	9.21%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%	2.84%
N/A	Prior-Se	rvice Office	er Basic P	ay														
3 N/A N/A N/A N/A N/A N/A S.58% 3.69% 5.19% 4.14% 3.92% 3.81% 5.82% 9.00		₹	7	2,	ሜ	¥	φχ	φ γ	> 10	>12	>14	>16	×18	×20	>25	>24	>56	>28
2 N/A N/A N/A N/A N/A 2.77% 3.38% 3.68% 3.46% 3.53% 3.81% 3.	0E-3	N/A	Y/A	A/A	N/A	3.68%	3.60%	5.19%	4.14%	3.92%	3.81%	5.82%	8.00.6	%00 [°] 6	800.6	%00.6	800.6	%00.6
Tant Officer Basic Pay A 1724	OE-2	N/A	N/A	N/A	N/A	2.77%	3.38%	3.68%	3.46%	3.53%	3.81%	3.81%	3.81%	3.81%	3.81%	3.81%	3.81%	3.81%
Fant Officer Basic Pay (1 >1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 (1 >14 >15 >14 >6 >8 >10 >12 >14 >16 >18 >20 >22 (1 >14 >17 >2 >3 >4 ×18 ×18 ×18 ×18 ×18 ×18 ×18 ×18 ×18 ×18	0E-1	T/N	N/A	N/A	Υ X	2.61%	2.39%	2.79%	3.15%	3.48%	3.54%	3.54%	3.54%	3.54%	3.54%	3.54%	3.54%	3.54%
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 N/A N/A N/A N/A N/A N/A N/A N/A N/A 5.45% 5.18% N/A N/A N/A N/A N/A N/A N/A N/A 5.45% 5.18% 5.13% 7.24% 4.37% 6.38% 6.76% 6.76% 6.76% 4.64% 4.06% 4.20% 5.33% 5.51% 5.52% 3.47% 4.53% 4.32% 4.16% 4.16% 4.32% 4.92% 5.61% 5.46% 3.68% 4.42% 4.55% 4.38% 4.14% 4.23% 4.31% 4.34% 4.34% 5.40% 5.40% 5.40% 4.47% 6.00% 4.55% 4.14% 4.65% 4.65% 4.14% 4.55% 4.34% 4.65% 4.34% 4.66% 4.56% 5.40% 5.50% 5.50% 5.50%	Warrant	Officer Ba	sic Pay															
N/A N/A <td></td> <td>⊽</td> <td>7</td> <td>γ,</td> <td>፠</td> <td>¥</td> <td>φ</td> <td>ፙ</td> <td>5</td> <td>>12</td> <td>>14</td> <td>>16</td> <td>>18</td> <td>×20</td> <td>>55</td> <td>>24</td> <td>>26</td> <td>>28</td>		⊽	7	γ,	፠	¥	φ	ፙ	5	> 12	>14	>16	>18	×20	>55	>24	>26	>28
5.13% 7.24% 4.37% 6.38% 6.76% 6.76% 6.76% 6.76% 4.64% 4.06% 4.20% 5.33% 5.51% 5.52% 3.47% 4.24% 3.15% 3.89% 4.32% 6.22% 4.29% 4.10% 4.16% 4.32% 4.92% 5.86% 5.61% 5.46% 3.68% 4.53% 3.60% 4.42% 4.53% 4.31% 4.31% 4.34% 4.24% 5.12% 5.40% 4.94% 4.77% 6.02% 3.97% 4.35% 4.53% 4.65% 4.65% 4.65% 4.65% 4.65% 4.65% 4.65% 4.65% 5.53% 5.53% 5.53%	W-5	N/A	A/A	A/N	N/A	N/A	A/A	A/X	N/A	N/A	N/A	A/A	A/A	5.45%	5.18%	7.89%	4 77%	7.33%
3.47% 4.24% 3.15% 3.89% 4.32% 6.22% 4.29% 4.10% 4.16% 4.32% 4.92% 5.86% 5.61% 5.46% 3.68% 4.53% 4.53% 4.53% 4.31% 4.34% 4.27% 5.12% 5.40% 4.94% 4.47% 6.02% 3.57% 4.39% 4.37% 4.60% 4.65% 4.65% 4.65% 4.65% 4.65% 4.65% 4.65% 5.53% 5.53% 5.53%	W-4	5.13%	7.24%	4.37%	6.38%	6.76%	6.78%	6.76%	6.76%	4.64%	4.06%	4.20%	5.33%	5.51%	5.52%	8.09%	4.54%	6.97%
3.68% 4.53% 3.60% 4.42% 4.55% 4.38% 4.14% 4.23% 4.31% 4.34% 5.12% 5.12% 5.40% 4.94% 4.72% 6.00% 1.37% 1.37% 1.57%	€.3	3.47%	4.24%	3.15%	3.89%	4.32%	6.22%	4 29%	4 10%	4 16%	4 35%	4.95%	2.86%	561%	5.46%	8.06%	7.85%	10.38%
1472 600% 9 370 1 400% 1 400% 1 450% 1 450% 1 450% 1 450% 1 60% 4 74% 5 53% 5 53% 5 53%	₩-2	3.68%	4.53%	3.60%	4.42%	4.55%	4.38%	4.14%	4.23%	4.31%	4.34%	4.27%	5.12%	5.40%	4.94%	7.48%	7.48%	7.48%
1 4.1/16 1 0.3/16 1 4.3/16 1 4.3/16 1 4.3/16 1 4.3/16 1 4.3/16 4.33/16 4.33/16	W-1	4.47%	6.92%	3.37%	4.32%	3.37%	4.54%	4.59%	4.57%	4.55%	4.68%	4.74%	5.53%	5.53%	5.53%	5.53%	5.53%	5.53%

Table 3-7 (cont.). Modified one-year transition (1994 to 1995) RMC raise (Year 2: compare to 4.1 percent)

Enlisted	Enlisted Member Basic Pay	asic Pay															
	7	7	2,	ч	7	%	ሟ	5	212	×14	>16	×18	×20	>25	>24	>26	>28
	4 10%	4 10%	4.10%	4 10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4 10%	2.81%	4.10%
	4 10%	4 10%	4 10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	2.53%	4.10%
	4.10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	2.88%	4.10%	2 15%	4 10%
	4 10%	4 10%	4 10%	4 10%	4.10%	4.10%	4,10%	4.10%	4.10%	4.10%	4.10%	4.10%	4 10%	4.10%	4.10%	4.10%	4.10%
	4 10%	4 10%	4 10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4 10%
	4 10%	4 10%	4 10%	4,10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	4 10%	4.10%	4 10%	4.10%	4,10%	4.10%	4.10%
6.9	2.49%	4 10%	4 10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4 10%
	1.42%	2 37%	2 37%	2 37%	2.37%	2 37%	2.37%	2.37%	2.37%	2.37%	2.37%	2.37%	2.37%	2.37%	2.37%	2.37%	2.37%
<u>ui</u>	1.90%	1 90%	1.90%	1.30%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%
m 4	4.10%	4.10%	4 10%	4 10%	4 10%	4 10%	4 10%	4.10%	4 10%	4.10%	4 10%	4.10%	4 10%	4.10%	4.10%	4.10%	4.10%
Officer E	Officer Basic Pay																
	⊽	7	\$2	አ	¥	ሄ	ሟ	×10	>12	×14	>16	>18	×20	>22	>24	>26	>28
0 10	4 10%	4 10%	4.10%	4 10%	4 10%	4 10%	4 10%	4.10%	4.10%	4.10%	4 10%	4 10%	3.11%	4.10%	4 10%	3.16%	4.10%
6 O	4 10%	4 10%	4 10%	3 16%	4.10%	4.10%	4 10%	4 10%	4.10%	4 10%	4 10%	4 10%	4 10%	4.10%	4 10%	3.18%	4 10%
9.0	4 10%	4 10%	4 10%	2 97%	4 10%	4 10%	3.17%	4.10%	3.25%	4.10%	4.10%	2.66%	2.01%	1.87%	2.73%	4.10%	4 10%
0-7	4 10%	4 10%	3 18%	3.18%	4 10%	4.10%	4 10%	4.10%	4.10%	4.10%	2.36%	1.32%	200%	2.67%	4.10%	4 10%	4 10%
90	2 03%	3.20%	2 19%	1.79%	2.86%	4 10%	4.10%	4 10%	4,10%	4.10%	4.10%	4 10%	4.10%	4.10%	4 10%	3.01%	4.10%
9.5	4 10%	4 10%	3.22%	2.90%	4.10%	4 10%	4 10%	4 10%	4.10%	4 10%	4.10%	4 10%	4 10%	4.10%	4 10%	4 10%	4 10%
0	4 10%	4 10%	2.82%	2.73%	4 10%	4 10%	4 10%	4 10%	4 10%	4.10%	4 10%	4 10%	4 10%	4.10%	4,10%	4.10%	4.10%
80	2 68%	4 10%	4 10%	4 10%	2.97%	2.91%	4 10%	4 10%	3.29%	3.12%	3.12%	3.12%	3.12%	3.12%	3 12%	3.12%	3.12%
<u>5</u>	4 10%	क १०%	4 10%	1.49%	1.88%	\$ 25%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%
0	4 10%	4 10%	4 10%	1 50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1 50%	1.50%	1.50%	1.50%	1.50%
Pror Se	Prior Service Officer Basic Pay	H Basic P.	ay														<u></u>
	₹	7	۲,	చ	7	9	ፙ	۲ ک	>12	×14	>16	>18	>20	>25	>24	>56	>28
OE 3	4 10%	4 10%	4 10%	4 10%	2.99%	2 93%	4 10%	4 10%	3 30%	3.19%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
05.2	4 10%	4 10%	4 10%	4 10%	1 95%	2.56%	2.89%	2.69%	277%	3.08%	3.08%	3 08%	308%	3.08%	3.08%	3.08%	3.08%
0E 1	4 10%	4 10%	4 10%	4 10%	1.61%	1 40%	1.84%	2.24%	2.61%	2.68%	2 68%	2.68%	2.68%	2 68%	%89 ?	2.68%	2 68%
Warrant	Warrant Officer Basic Pay	sic Pay															
	V	Ã	3	ξ	ĭ	φ	æχ	×10	>12	>14	>16	>18	>20	>25	>24	>56	>28
8 8	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4.10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
3	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%
m ≩	2.71%	3 49%	2.42%	3 17%	3.60%	4 10%	4 10%	3.44%	3 50%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4.10%	4 10%
×.2	2.84%	370%	2.81%	3.64%	3 77%	3.62%	3.40%	3.50%	3.59%	3.62%	4 10%	4 10%	4 10%	4.10%	4 10%	4 10%	4 10%
- 3	3.46%	4 10%	2.42%	3.37%	2.46%	3.67%	3.74%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%	4 10%

Table 3-7 (cont.). Modified one-year transition (1995 to 1996) RMC raise (Year 3: compare to 4.0 percent)

Entisted	Enlisted Member Basic Pay	3asic Pay															
	~	7	ζ,	ч	7	ኇ	જ	<u>ر</u>	>15	>14	>16	× 18	>20	>22	>24	>26	>28
6.H	4 %	4.00%	4 00%	4.00%	4.00%	%00.4	4.00%	4.00%	4.00%	4.00%	%00°P	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E-8	4 00%	4.00%	4 00%	4 00%	4 00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	%00.4	4.00%	4.00%	4.00%	4.00%
E 7	4 00%	4 00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
φ	4.00%	4.00%	4 00%	4 00%	4 00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
n ç	4 00%	4 00%	4 00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
m 4	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
E.3	2 40%	4.00%	4 00%	4.00%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
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0.5	4 00%	4 00%	3.16%	2.83%	4.00%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 .00%	4.00%	4.00%
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<u>8</u>	2.61%	4.00%	4 80%	4 00%	5.90%	2.85%	4 00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4 00%
0.5	4 00%	4 00%	4 00%	1.38%	1.77%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%	2.43%
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€.	2 65%	3.44%	2.34%	3.10%	3 53%	4 00%	4 00%	3.37%	4 00%	4.00%	4.00%	4.00%	4 00%	4 00%	4.00%	4 00%	%
W-2	2 77%	3.64%	2.75%	3.59%	4 00%	3.57%	3,33%	3.44%	3.55%	4.00%	4 00%	4.00%	4.00%	4 00%	4 00%	4 00%	%00 4
3	3.40%	4.00%	234%	3.30%	2.38%	3.62%	367%	4.00%	4.00%	4.00%	4 00%	4 00%	4 00%	4 00%	4 00%	4 00%	4 00%
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pay table to the proposed pay rates as quickly as possible while minimizing negative impacts on service members. Although it significantly reduces the save-pay requirements over the one-year option, it nonetheless, costs considerably more.

SPECIAL CONSIDERATIONS

Even applying multi-year transitions to selected pay cells could leave some members decidedly less well off. This is the case for members near the 26-YOS point. They may be anticipating and planning for retirement based on the extremely large longevity raise in the current pay table. While the magnitude of this raise makes no sense today, members near it should not lose the raise just because the pay table is being restructured. The most equitable solution is to simply delay the proposed change in the over-26 raise for two years. This will ensure that any current member with 24 or more years of service will be able to achieve the full anticipated level of the current over-26 raise. Any member with less than 24 years of service will realize the full value of the new over-24 longevity raise and essentially have been better off during the transition to the structure of the new pay table.

COSTS

Cost estimates were made for each of the QRMC proposals using 1994 as the base year. We used the projected pay raises for FY 1994 through FY 1996 in developing the estimates. To facilitate comparing the various transition options, we used the FY 1994 projected force strength and held it constant for FY 1995 and FY 1996. Table 3-8 shows the estimated costs for a one-, two-, and three-year transitions, as well as the modified one-year transition.

Separate costs are shown for the combined components of RMC and the total of all QRMC proposals including Special and Incentive Pays and Continental United States Cost of Living Allowance (CONUS COLA). The FY 1994 costs reflect a 1 January 1994 start in conjunction with the

Table 3-8. Cost Summary (in \$ million)

		Base Year	1994	1995	1996
One-Year	Pay Table	117	88	122	127
	Save Pay	50	37	14	0
	BAS	95	71	96	100
	Floor	135	101	136	142
	Total RMC	397	298	368	369
Modified One-Year	Pay Table	364	273	238	127
	Save Pay	2	1	0	0
	BAS	95	71	96	100
	Floor	135	101	136	142
	Total RMC	596	447	470	368
Two-Year	Pay Table	60	45	122	127
	Save Pay	4	3	6	0
	BAS	47	35	96	100
	Floor	135	101	136	142
	Total RMC	246	184	361	369
Three-Year	Pay Table	40	30	83	127
	Save Pay	0	0	0	0
	BAS	32	24	64	100
	Floor	135	101	136	142
	Total RMC	207	155	283	369
CONUS COLA		140	105	141	147
S & I		30	23	30	32
Totals		Base Year	1994	1995	1996
One-Year		567	425	540	547
Modified One-Year	r	766	575	642	547
Two-Year		416	312	533	547
Three-Year		377	283	455	547

annual pay raise. Note that while the save-pay costs are small in the modified one-year option, this is by far the most expensive option. Practically no savings are realized in the pay table during the first year, because the option was developed to disadvantage the absolute minimum number of service members. The additional \$150 million cost above the straight one-year option ensures that virtually every member will get a pay raise on 1 January 1994.

PROS AND CONS OF TRANSITION OPTIONS

We present the options as a menu of feasible choices and compare the alternatives on their ability to hold members harmless, control cost, and minimize disruption to the annual pay adjustment process. Our transition options differ in three crucial ways as shown in Table 3-9.

Table 3-9. Transition Criteria

Transition Alternative	Adverse Impact on Current Members	Cost	Disruption
One-Year	Moderate	Moderate	Low
Modified One-year	Low	High	Low
Two-Year	Moderate	Moderate	Moderate
Three-Year	Low	Low	High

The modified one-year option is by far the most expensive. The two-year option would cost less than the one-year plan, but still more than the three-year option. Although the three-year option is the least expensive transition plan, it takes the longest to achieve the benefits of the new structure and keeps the system in a state of flux the longest.

All of the options rely on the annual pay adjustment process. The mathematical adjustments in the pay table require an overall annual increase of at least three percent. Any lower level will not provide the range of values necessary to adjust all individual pay cells. Recent economic trends indicate that the ECI may drop below three percent in the near future. If that should happen while we are in the middle of a multi-year transition, it could result in a malaligned pay table with an incomplete, intermediate structure.

The 7th QRMC recommends that the one-year transition be used to implement our near-term proposals. The value of completing the transition in a single year outweighs the costs. All disruption and turbulence will be put behind us within a few months, with no possibility of the plan being derailed in a subsequent transition year.

SUMMARY

It is feasible to implement our near-term recommendations beginning in January 1994. Transition options ranging from one to three years in length have been developed to control costs and prevent current members from experiencing pay cuts. They differ in three ways that are important for policy-makers: cost, adverse effects on members, and disruption of the normal pay adjustment process. Generally, longer transitions to new pay elements have lower costs and less impact on current members, but entail the greatest disruption to the pay process. The 7th QRMC recommends the one-year transition plan.

INTEGRATION AND TRANSITION

APPENDIX A—ONE-YEAR TRANSITION

Table A-1. Enlisted members 1994 basic pay raise comparison (one-year transition) A	۱-2
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Table A-1. Enlisted members 1994 basic pay raise comparison (one-year transition)

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	E-1 <4	3.62%	W/A	ΝA	ΝA	ΥA	ΝA	ΑŅ	ΝA	N/A	N/A	N/A	ΝA	Υ	Ν	Ν	ΚŅ	ΥN

Table A-2. Officers 1994 basic pay raise comparison (one-year transition)

×3 ×4 ×6 6889 6889 6889 6182 6182 6182 5633 5633 5633 4741 4741 4953 4741 4741 4953 3852 3852 3852 3303 3303 3303 2881 2981 2935 2464 2726 2856 2358 2438 2488 4752 438 5078 5685 5839 5993 4752 4915 5078 2627 6438 6602 5685 5839 5993 2676 6438 6602 2675 6438 6602 2676 3300 3228 2677 2701 2825 2196 2309 2421 1624 1824 1824 1624 1824 1824 15% 6.51% 6.73%	×2 6889 6053 6053 5502 5701 2701 2701 1963 1963 7088 6275 7088 6275 7088 7088 7088 7088 7088 7088 7088				> 12 7550 6602 6339 5240 3852 3587	>14 7550 6602 6339	>16 8090 7154	>18 8090 7154	>20 8632 7550	х х х х х х	>24 8632 7550	526 9170 9090	>28 9170 8090
6655 6655 6889 6889 6889 7154 5898 5896 6053 6182 6182 6182 6339 5342 5342 5502 5633 5633 5633 6053 4439 4439 4741 4741 4741 4953 6053 3290 3290 3615 3852 3852 3852 3852 2218 2218 2218 2201 2881 2881 2935 3033 2218 2218 2218 2201 2881 2881 2885 2865 1797 1797 1963 2368 2438 2438 2488 1561 1561 1622 1963 1963 1963 1963 1561 201 6301 7088 7088 726 7463 6112 6112 6275 6275 6438 6602 6765 5532 5532 5635 5839 5991 644 2745 2916 3087 3259 3430 3600 3771 2306 2478 2649 2820 2992 3228 3465 2002 2194 2385 2577 2701 2825 2002 2194 2385 2577 2701 2825 2002 2194 2385 2577 2701 2825 2168 1970 2083 2196 2309 2421 2421 1587 1689 1745 1824 1824 1824 3170% 370% 289% 289% 5.61% 8.33 6.94% 3152% 3.52% 3.53% 0.35% 3.86% 6.35% 15.5% 339% 0.25% 0.25% 3.68% 2.89% 2.59% 1.55% 339% 0.25% 0.25% 3.89% 2.89% 2.59% 1.50% 339% 0.25% 0.25% 3.89% 2.50% 1.50% 330% 1.31% 1.31% 1.31% 1.32% 1.31% 1.00% 300% 1.31% 1.31% 1.31% 1.31% 1.30% 1.30% 300% 1.31% 1.31% 1.31% 1.30% 1.30% 300% 1.31% 1.31% 1.31% 1.31% 1.30% 1.30% 300% 1.31% 1	6889 6053 5502 4741 4741 2305 2701 2305 1963 1622 7088 6275 5685 5685 5685 3458				7550 6339 6339 3240 3587	7550 6602 6339	8090	7154	8632 7550	8632 7550	8632 7550	9170	9170 8090
5896 5896 6053 6182 6182 6182 6339 5342 5342 5502 5633 5633 5633 6053 4439 4434 4741 4741 4953 4963 3290 3290 3615 3852 3852 3852 3852 2218 2290 3615 3852 3852 3852 3852 3852 2218 2290 3615 3852 3852 3852 3852 3852 3852 3852 3852 3852 3852 3852 3852 3862 3852 3862 2858 2898 2488	6053 5502 4741 4741 2305 2701 2305 4963 1622 7088 6275 5685 5685 3458 3087				6602 6339 5240 3852 3587	6602 6339	7154	7154	7550	7550	7550	0608	9030
5342 5342 5502 5633 5633 5633 6653 4439 4439 4741 4741 4741 4953 4953 3290 3290 3615 3852 3852 3852 3852 2631 2631 3089 3303 3303 3303 3303 2218 2701 2881 2881 2935 3064 2061 2061 2052 2464 2726 2856 2869 1797 1797 1963 2368 2438 2488 2488 1797 1797 1963 2364 2726 2856 2859 1797 1797 1963 2363 2438 2488 2488 1797 1797 1862 1963 1963 1963 1963 1700 112 6275 6275 6438 6602 6765 5532 5532 5685 5895 5893 5993 6146	4741 4741 33615 33615 33615 2305 41963 1622 7088 6275 6275 5685 3458 3087			_	6339 5240 3852 3587	6339		0000		1 : .			
4439 4439 4741 4741 4941 4953 4953 3290 3290 3615 3852 3852 3852 3852 3852 3852 2631 2631 3089 3303 3303 3303 3303 3303 2218 2218 2701 2881 2881 2935 3064 2061 2061 2305 2464 2726 2856 2959 1797 1797 1963 2358 2438 2438 2488 2488 1561 1561 1622 1963 1963 1963 1963 1963 1963 1963 1963	4741 3615 3089 2701 1963 1622 7088 6275 6275 5685 3458 3087				3852 387 3587	;	6602	9889	7.54	7330	7330	7330	7330
2290 3290 3615 3852 3852 3852 3852 2631 2631 3089 3303 3303 3303 3303 3303 2218 2218 2701 2881 2881 2935 3064 2061 2061 2305 2464 2726 2856 2959 1797 1797 1963 2368 2438 2438 2488 2488 1561 1561 1622 1963 1963 1963 1963 1963 1963 1963 1963	3615 3089 22701 1963 1622 1622 7088 6275 5685 3458 3087				3852 3587 3467	5502	6053	6469	6469	6469	6469	6469	6469
2218 2218 2701 2881 2861 2935 3033 3033 2218 2218 2701 2881 2861 2935 3064 2061 2061 2061 2305 2464 2726 2865 2959 1797 1963 2358 2484 2726 2865 2959 1797 1963 2358 2488 2488 2488 1561 1622 1963 1963 1963 1963 1963 1963 1963 1963	3089 2701 1963 1622 2305 1622 7088 6275 5685 5685 3458 3087				3587	3983	4612	4848	4953	5240	5240	5684	2684
2218 2218 2701 2881 2861 2935 3064 2061 2061 2305 2464 2726 2856 2959 1797 1797 1963 2358 2438 2488 2488 1561 1561 1622 1963 1963 1963 1963 Proposed Basic Pay Table <1	2701 2305 1963 1622 20 20 1622 20 20 30 30 30 30 30 30 30 30 30 30 30 30 30				2457	3827	4113	4349	4481	4637	4637	4637	4637
2061 2061 2305 2464 2726 2856 2959 1797 1797 1963 2358 2438 2488 2488 1561 1561 1622 1963 1963 1963 1963 Proposed Basic Pay Table <1	2305 1963 1622 22 7088 6275 5685 5685 3458 3087				Ì	3615	3773	3878	3878	3878	38.78	3878	3878
1797 1797 1963 2358 2438 2488 2488 1561 1622 1963	1963 1622 2 2 7088 6275 5685 5685 3458 3087	, , ,			3273	3353	3353	3353	3353	3353	3553	3353	3353
Proposed Basic Pay Table 1561 1561 1622 1963 1963 1963 1963 1964 1965 1965 1964 12 2 2 3 3 4 5 5 1965 1965 1965 1965 1965 1966 112 1275 1276 1246 1246 1969 1960 17088 17276 1463 1656 1969 1960 17088 1762 1963 1965 1969 1969 1968 1869 1969 1965 1969 1969 1969 1969 1969 1965 1969 1969 1969 1969 1969 1965 1969 1970 1983 1966 1924 1824 1587 1966 1745 1824 1824 1824 1587 1966 1745 1824 1824 1824 1587 1970 2083 2196 2309 2421 1587 1966 1745 1824 1824 1824 1587 1970 2083 2196 2309 2421 1587 1970 2083 2196 2309 2421 1587 1970 2083 2196 2309 2421 1587 170% 2.89% 2.89% 5.61% 8.33 6.94% 1588 1970 225% 0.25% 0.25% 5.81% 1969 1970 1.35% 1.35% 1.35% 1.45% 1969 1.35% 1.35% 1.35% 1.45% 1969 1.35% 1.35% 1.35% 1.45% 1960 10% 4.33% 1.35% 3.83% 14.15% 1960 1.35% 1.35% 3.83% 14.15% 1960 1.35% 1.35% 3.83% 14.15% 1960 1.35% 1.35% 3.83% 14.15% 1960 1.35% 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960 1.35% 1.45% 1960	1622				2488	2488	2488	2488	2488	2488	2488	2488	2488
c1 >1 >2 >3 >4 >6 >8 c1 >1 >2 >3 >4 >6 >8 c1 >1 >1 >2 >3 >4 >6 >8 c901 7088 7088 7276 7463 7650 c112 6112 6275 6275 6438 6002 6765 5532 5685 5885 5839 5993 6146 4589 4752 4752 4915 5078 5241 3116 3287 3459 3993 6146 2745 2916 329 3430 3603 3771 2306 2478 2849 2820 2828 3465 2002 2194 2385 2777 2701 2825 3073 1587 1668 1745 1824 1824 1824 1587 1668 1745 1824 1824 1824	>2 7088 6275 5685 4752 3458 3087	, •	, , , , ,		1963	1963	1963	1963	1963	1963	1963	1963	1963
<1 >1 >2 >3 >4 >6 >8 6901 6901 7088 7088 7276 7463 7650 6112 6112 6275 6275 6438 6602 6765 5532 5532 5685 5685 5685 5993 6146 4589 4589 4752 4752 4915 5078 5241 3116 3287 3458 3629 3801 3972 4143 2745 2916 3087 3259 3430 3600 3771 2306 2478 2649 2849 2849 3430 3603 3771 2306 2478 2849 2840 3465 3073 3465 2002 2194 2385 2577 2701 2825 3473 1587 1568 1745 1824 1824 1824 1824 1587 2189 2899 2589 2589 25	×2 7088 6275 5685 4752 3458 3087	, • ., ., .,											
6901 6901 7088 7088 7276 7463 7650 6112 6112 6275 6275 6438 6602 6765 5532 5532 5685 5685 5899 5993 6146 4589 4589 4752 4752 4915 5078 5241 3116 3287 3459 3629 3401 3972 4143 2745 2916 3087 3259 3400 3600 3771 2306 2478 2649 2820 2992 3228 3465 2002 2194 2385 277 2701 2825 3073 1858 1970 2083 2196 2309 2421 2421 1587 1666 1745 1824 1824 1824 1824 1587 2100 2083 2196 2309 2421 2421 1587 2100 2083 2196 2309 2421 2421 1587 1666 1745 1824 1824 1824 3.70% 3.70% 2.89% 2.89% 5.61% 8.33 6.94% 3.52% 3.52% 3.55% 3.33% 0.93% 3.66% 6.39% 14.15% 3.39% 3.39% 0.25% 0.25% 3.68% 5.51% 5.31% 0.10% 4.33% 5.71% 1.32% 3.12% 7.57% 5.00% 1.73% 1.05% 2.135% 3.83% 8.99% 14.15%					>12	>14	>16	×18	84	ģ	>24	×26	>28
6112 6112 6275 6275 6438 6602 6765 5532 5532 5685 5685 5899 5993 6146 4589 4589 4752 4752 4915 5078 5241 3116 3287 3458 3629 3801 3972 4143 2745 2916 3087 3259 3430 3600 3771 2306 2478 2649 2820 2992 3228 3463 2002 2194 2385 2577 2701 2825 3073 1858 1970 2083 2196 2309 2421 2421 1587 1666 1745 1824 1824 1824 1824 21 54					8025	8212	840	8607	8795	8984	9173	9361	9550
5532 5532 5685 5885 5899 5993 6146 4589 4589 4752 4752 4915 5078 5241 3116 3287 3458 3629 3801 3972 4143 2745 2916 3087 3259 3430 3600 3771 2306 2478 2649 2820 2992 3228 3465 2002 2194 2385 2577 2701 2825 3073 1858 1970 2083 2196 2309 2421 2421 1587 1686 1745 1824 1824 1824 1587 2106 2083 2196 2309 2421 2421 2421 2421 2502 3197 2508 2.89% 2.89% 5.61% 8.33 6.94% 3.70% 3.70% 2.89% 2.89% 5.61% 8.33 6.94% 3.55% 3.55% 3.33% 0.93% 3.66% 6.39% 15.55% 3.39% 3.39% 0.25% 0.25% 3.68% 2.52% 5.81% 4.31% 10.82% 0.07% 1.35% 3.83% 8.99% 14.15% 2.00% 17.7% 1.05% 2.135% 3.83% 10.10% 1.05%		-, -, -,		_	7091	7255	7418	7601	2766	7930	8095	8259	8424
4589 4589 4752 4752 4915 5078 5241 3116 3287 3458 3629 3801 3972 4143 2745 2916 3087 3259 3430 3600 3771 2306 2478 2649 2820 2992 3228 3465 2002 2194 2385 2177 2701 2825 3073 1858 1970 2083 2196 2309 2421 2421 1587 1688 1745 1824 1824 1824 1824 1587 2451 2421 2421 2421 2502 2194 2385 2177 2701 2825 3073 2185 1745 2898 2.898 2.898 5.61% 8.33 6.94% 3.70% 3.70% 2.89% 2.89% 5.61% 8.33 6.94% 3.55% 3.55% 3.33% 0.93% 3.66% 6.39% 1.55% 3.39% 3.39% 0.25% 0.25% 3.12% 7.57% 4.31% 10.82% 0.07% 1.35% 3.89% 14.15% 2.00% 1.71% 1.05% 2.13% 10.01% 1.05%				_	6453	6607	6760	6934	7089	7244	7398	7553	708
3116 3287 3458 3629 3801 3972 4143 2745 2916 3087 3259 3430 3600 3771 2306 2478 2649 2820 2992 3228 3465 2002 2194 2385 2177 2701 2825 3073 1858 1970 2083 2196 2309 2421 2421 1587 1686 1745 1824 1824 1824 21 54					2567	5730	5893	9/09	6240	6 404	6568	6732	9689
2745 2916 3087 3259 3430 3600 3771 2306 2478 2649 2820 2992 3228 3465 2002 2194 2385 25.77 2701 2825 3073 1858 1970 2083 2196 2309 2421 2421 1597 1666 1745 1824 1824 1824 1824 1824 1824 1824 1824				Ī	4486	4657	4829	2097	5346	£88	2630	5772	5914
2306 2478 2649 2820 2992 3228 3465 2002 2194 2385 25:77 2701 2825 3073 1858 1970 2083 2196 2309 2421 2421 1597 1666 1745 1824 1824 1824 1824 1824 1824 1824 1824					4112	4282	4406	4550	4675	4800	4800	4800	4800
2002 2194 2385 25.77 2701 2825 3073 1858 1970 2083 2196 2309 2421 2421 1587 1587 1686 1745 1824 1824 1824 1824 1824 1824 1824 1824					3713	3837	3961	4054	4054	4054	4054	4054	4054
1858 1970 2083 2196 2309 2421 2421 1587 1666 1745 1824 1824 1824 1824 1824 1824 1824 1824					3321	3388	3388	3388	3388	3388	3388	3388	3368
1567 1666 1745 1824 1824 1824 1824 1824 1824 1824 1824		 o			2421	2421	2421	2421	2421	2421	2421	2421	2421
Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise) <1 >1		4			1824	1824	1824	1824	1824	1824	1824	1824	1824
41 22 23 24 26 28 28 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 28 36 36 36 36 36 36 36 36 36 36 36 36 36	mparison (compare to	4.3 percent r	raise)										
3.70% 3.70% 2.89% 2.89% 5.61% 8.33 6.94% 3.62% 3.62% 3.67% 1.51% 4.15% 6.79% 6.79% 6.72% 3.55% 3.35% 0.93% 3.66% 6.39% 1.55% 3.39% 0.25% 0.25% 3.68% 2.52% 5.81% 5.31% 0.10% 4.33% 5.77% 1.32% 3.12% 7.57% 1.32% 3.13% 0.00% 1.71% 1.00% 0.10% 0.00% 0.10% 0.00% 0.10% 0.00% 0.10% 0.00% 0.10% 0.00% 0.10% 0.00% 0					>12	>14	>16	>18	8,	š	>24	×28	82,
3.52% 3.52% 3.67% 1.51% 4.15% 6.79% 6.72% 3.55% 3.35% 0.93% 3.66% 6.39% 1.55% 3.39% 3.39% 0.25% 0.25% 3.68% 2.52% 5.81% 5.31% 0.10% 4.37% 5.77% 1.32% 3.12% 7.57% 1.35% 3.13% 0.00% 1.71% 1.00% 0.11% 0.00% 0.11% 1.00% 0.00% 0.11% 1.00% 0.00% 0.11% 1.00% 0.00% 0.11% 1.00% 0.00%	2.89%				6.29%	8.77%	3.83%	6.39%	1.90%	4.08%	6.27%	2.09%	4.15%
3.55% 3.55% 3.33% 0.93% 3.66% 6.39% 1.55% 3.39% 3.39% 0.25% 0.25% 3.68% 2.52% 5.81% 5.31% 0.10% 4.31% 5.77% 1.35% 3.83% 8.99% 14.15% 3.00% 11.71% 1.00% 2.31% 2.00% 11.71% 1.00% 2.31% 2.00% 11.00% 2.31% 2.00% 1.00% 2.31% 2.00% 2.00% 2.31% 2.00% 2.31% 2.00% 2.31% 2.00% 2.	1.51%				7.40%	9.88%	3.70%	6.26%	2.86%	5.04%	7.22%	2.10%	4.13%
3.39% 3.39% 0.25% 0.25% 3.68% 2.52% 5.81% 5.31% 0.10% 4.31% 5.77% 1.32% 3.12% 7.57% 14.31% 10.82% 0.07% 1.35% 3.83% 8.99% 14.15% 1.35% 10.01% 13.03%	0.93%				1.80%	4.23%	2.39%	0.64%	-0.91%	.1.18%	0.93%	3.04%	5.16%
5.31% -0.10% -4.33% -5.77% -1.32% 3.12% 7.57% -4.31% 10.82% -0.07% -1.35% 3.83% 8.99% 14.15% 3.00% 11.71% 11.00% 2.11% 2.83% 10.01% 12.00%	0.25%				6.22%	4.13%	-2.64%	.809	-3.54%	-1.01%	1.53%	4.07%	%09.9
4.31% 10.82% -0.07% -1.35% 3.83% 8.99% 14.15% 3.00% 11.71% 3.00% 3.14% 3.00% 3.14% 3.00%	-5 77%			•	16.47%	16.94%	4.69%	5.14%	7.92%	4.72%	7.43%	1.56%	4.05%
3,000 11,71% 1,00% 0,11% 1,00% 10,01% 11,00%	-1.35%			•	14.64%	11.89%	7.11%	4.63%	4.34%	3.51%	3.51%	3.51%	3.51%
0.557 % 17.71.% 1.52.% 1.5.11.% 2.52.% 10.01.% 13.00.%	-2.11%				7.40%	6.14%	4.96%	4.56%	4.56%	4.56%	4.56%	4 56%	4.56%
.2.87% 6.43% 3.49% 4.59% -0.92% -1.10% 3.85%	4 59%				1.46%	1.04%	1 04%	1.04%	1.04%	104%	1.8%	1 04%	8
2 3.36% 9.63% 6.14% -6.89% -5.29% -2.69% -2.69%	-6.89%		L		.2.69%	-5.69%	-2.69%	.2.69%	-2.69%	2.69%	-2.69%	-5.69%	-5.69%
.7 06% -7.06% -7.06%	.7 06%	11	1	,	.7.06%	.7.06%	%90°2°	.4.06%	-7.06%	.7.06%	~90'2-	-7.06%	-7.06%

Table A-3. Prior-service and warrant officers 1994 basic pay raise comparison (one-year transition)

1993 Cur	rent Basic	1993 Current Basic Pay Table															
2		- A - Can															
	⊽	7	%	ጃ	¥	ዿ	ሟ	1	×12	>14	>16	>18	×20	>25	×24	8,	>28
0E-3	0	0	0	0	2726	2826	2929	3119	3273	3403	3403	3403	3403	3403	3403	3403	3403
0E-2	0	0	0	0	2438	2488	2567	2701	280	2881	2881	2881	2881	2881	2881	2881	2881
0E-1	0	0	0	0	1963	2097	2174	2253	2331	2438	2438	2438	2438	2438	2438	2438	2438
ν. Χ	c	c	¢	c	c	c	c	c	c	c	ć	ć	č	9	Ç	0	0
	> !	>	ָר ר	>	ָׁ כ	>	>	>	>	>	>	>	4000	3,5	3/5	2002	2888
× 4	238	2100	2253	2253	2305	2409	2516	2621	280 4	2935	3038	3119	3220	3327	3327	3587	3587
₩3	1909	1909 1909	2070	8070	2097	2121	2277	2409	2488	2567	2644	2726	2832	2935	2935	3038	3038
W-2	1672	1672	1808	1808	1861	1963	2070	2149	2228	2305	2386	2464	2541	2644	2644	2644	2644
₩1	1393	1393	1597	1597	1730	1808	1886	1963	2044	2121	2201	2277	2277	2277	2277	2277	2277
1994 Pro	osed Bas	1994 Proposed Basic Pay Table	λίe														
	7	7	7	ሜ	¥	%	87	v 0	>12	×14	>16	×18	×20	>25	>24	>26	>28
OE-3	0	0	0	0	2701	2825	3073	3197	3321	3445	3569	3713	3713	3713	3713	3713	3713
0E-2	0	0	0	0	2309	2421	2534	2647	2759	2872	2872	2872	2872	2872	2872	2872	2872
OE-1	٥	0	0	0	1824	1937	2049	2162	2275	2387	2387	2387	2387	2387	2387	2387	2387
ν 3	c	c	c	c	c	c	c	c	ć	Ć	¢	•	t		Ç		0
}	> }	>	> ;	>	> !	>	>	>	>	>	>	>	54/5	473	400	8	977
W-4	2169	2237	23 <u>0</u> 4	2372	2439	2552	2665	27.77	2890	3003	3116	3248	3362	34.76	3590	3704	3818
e M³	1853	1921	1988	502 6	2124	2225	2327	2428	2529	2631	2732	2854	2957	3059	3162	3264	3367
W-2	1628	1695	1763	1831	1898	1988	SO 73	2169	2259	2349	2439	2549	2641	2732	2824	2824	2824
 ×	1394	1461	1529	1596	1664	1836	1921	2005	2090	2174	2259	2363	2363	2363	2363	2363	2363
Basic Pay	Table: ce	11-by-cell a	Basic Pay Table: cell-by-cell companison (compare to a	(compare		4.3 percent raise)	(0										
	⊽	7	ζ,	ጞ	7	%	જ	<u>م</u> رد	>12	>14	>16	×18	8,	>22	>24	>26	>28
OE-3	A/A	N/A	N/A	A/N	0.92%	-1.10%	3.85%	2.49% [1.46%	Γ.	4.86%	%60.6	%60.6	%60 ['] 6	80.6	%60 6	%60.6
OE-2	A/A	A/X	X/X	۲ X	-5.29%	-2.69%	1.30%	-2.01%	%091	╄	0.32%	-0.35%	0.32%	-0.32%	-0.35%	0.32%	-0.32%
0E-1	۷ ۲	∀	ď Ž	Ϋ́ ∀X	%90'2-	-7.65%	-5.75%	4.03%	2.43%	-5.06%	2.06%	-5.06%	-5.06%	-2.06%	-2.06%	-2.06%	-2.06%
W-5	Ą Ž	A/Z	ď/Z	ď Ž	Ą/X	A/N	A/A	A/A	A/A	N/A	N/A	A/A	4 45%	4 15%	7 66%	%09°E	£ 07%
W.A	3 27%	6 50%	2 26%	5 26%	5 84%	5 01%			~	-	2 5.70/.	7 1EO/	4 430	A 470/	7 000%	2000	2 7
W.3	291%	0.64%	3 96%	V 68%	1 27%	4 R9%	<u> </u>	⊢			38.6	70%	% CY Y	%YC Y	7.48	2 470/	2000
W-2	-2.62%	1 420%	250%	238	2000	1 310/	-+-	4	4-	_	2 25%	3.48%	2 60	3 35%	200	A 10.	A 0.04
× :	0.06%	4010	4 28%	888	3 83%	24%		٦.	4	_	2,65%	3.81%	3.01%	20.00	2 2 2	20.00	200
								I	H	1				2 2	2	2	0.01

Table A-4. Enlisted members 1994 RMC raise comparison (one-year transition)

41	10 m 10 m m 10 0	3 x4 0 0 0 92 2649 14 2373 52 2106	% 0	% ≎	×10	>12 3631	>14	≯16	81,	8,	×22	>24	× 28	×28
0 0 0 2421 2-21 2147 2147 1899 1899 1710 1710 1600 1600 1486 1486 1349 1349 4 1270 0 4 Proposed RMC Table 4 0 0	10 m 10 10 m 10 0			0	CERT	3631	0000	?	•	2	776	*74	8 6	874
2421 2-421 2421 2421 2421 2421 2421 2421	10 m 10 to m 10 to				200			3747	3808	2057	2000			1
2421 2421 2147 2147 1839 1899 1710 1710 1800 1600 1486 1486 1349 1349 1349 4 Proposed RMC Table <1 >>1 >>1 0 0 0	10 m 10 to m 10 to			3,08	3167	3222	92.26	1000	200	à i	3 5	30	*	4279
2147 2147 1839 1899 1710 1710 1800 1600 1486 1486 1349 1349 1349 4 Proposed RMC Table <1 >1 >1 0 0 0	m 10 10 m 10 0			2760	30,00	2	0/20	Ì	3	Ì) 25 25 25 25 25 25 25 25 25 25 25 25 25	3587	3988	3868
1839 1899 1710 1710 1800 1600 1486 1486 1349 1349 1349 4 Proposed RMC Table <1 >1 >1 0 0	2.10.10.10.10.10			367	0107	207	80	5	999	3097	3239	3238	3519	3519
1710 1710 1800 1600 1486 1486 1349 1349 1 4 Proposed RMC Table <1 >1 >1 0 0 0	0 /0 m /0 0			7967	3	28.23	287	27.34	2761	2761	2761	2761	2761	2761
1710 1710 1800 1600 1486 1486 1349 1349 1 4 1270 0 4 Proposed RMC Table <1 >1	A M. O. A			2246	S S S	18	2385	2385	2386	2385	2385	2385	2385	2385
1600 1600 1486 1486 1349 1349 4 1270 0 4 Proposed RMC Table 61 >1				1964	1964	1964	1964	2 86	1961	1961 14	196 4	1964	5 28	1964
1486 1486 1349 1349 1349 <4 1270 0 4 Proposed RMC Table <1 >1 0 0				1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692
1349 1349 1349 4 1270 0 4 Proposed RMC Table 61 > 1 0 0 0 0 0 0		•		1486	1486	1486	1486	1485	1486	1486	1486	1485	1486	1486
4 1270 0 4 Proposed RMC Table <1 >1 0 0 0 0				1349	1349	1349	1349	1349	1349	1349	1349	1349	240	2 6
4 Proposed RMC Table <1 >1 0 0 0				0	0	0	0	0	0		0	} 0	<u>}</u> -	ξ <
<u>^</u> 0 0)	•)
00				%	>10	×12	414	4	œ.	8	,	č	8	,
0				0	3678	3758	3843	3922	400A	4687	7 2	* 3C	6 5	9 !
			0	3180	3258	3331	3410	3483	3561	76.36	2713	2815	20.00	
2490 2552	2623 2693			2887	2949	3005	3067	3123	3185	3241	3302	342	3530	2657
2267				2602	2664	2720	2782	2821	2855	2855	2855	2855	2855	386
1988 2049	2120 2191	1923	2323	2385	2446	2475	2497	2497	2497	2497	2497	2497	2497	2497
1779 1840				2114	2114	2114	2114	2114	2114	2114	2114	2114	2114	21.14
1647	1780 1850			1850	1850	1850	1850	1850	1850	1850	1850	1850	1850	0585
1600		009		1600	1600	009	1600	1600	1600	1600	1600	1600	1600	Ş
1449 1449				1449	1449	1449	1449	1449	1449	1449	1449	1449	1449	1449
RMC: cell-by-cell comparison (compare to	æ	4.3 percent raise)												
™				જ	V10	>12	414	>16	418	ξ	23	5	Ş	 6
NA NA	N/A N/A	NA	NA	NA A	2.83%	3.48%	4.20%	4.69%	5.32%	5.97%	4.32%	5.51% F	200	0 70
N/A N/A				2.30%	2.89%	3.39%	4.00%	4.37%	5.07%	4	351%	76.9	2000	30.0
2.84% 5.40%	-	_		4.63%	4.70%	4.59%	3.66%	3,61%	3.72%	4.62%	1 97%	5 62%	O SRey	200
	3.54% 4.09%	% 4.47%		4.84%	4.90%	3.69%	3,93%	3.20%	3.39%	3.39%	3.39%	-7 338°E	3.39%	330 8
4.67% 7.91%			_	6.17%	6.25%	4.99%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4.70%	4 70%
4.02% 7.62%	17% 8.34%			7.63%	7.63%	7,63%	7.63%	7.63%	7.63%	7.63%	7.63%	7.63%	83%	7 63%
2.94% 6.80%		-	-	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	9.34%	2 %	9.34%	9.34%	9.34%
7.69%				7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	7.69%	%69.7	7.69%	7.69%	7.69%
(.45%	7.45% 7.45%	~		7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%	7.45%
14,1476 N/A N	WA NA	N/A	ΝA	ΝA	ΝA	ΝΑ	NA A	N/A	N/A	Z/A	N/A	N/A	Š	×

Table A-5. Officers 1994 RMC raise comparison (one-year transition)

6000	MO toom	1303 Current Olfo Table															
2	,		c,	6,	*	φ	ਝ	>10	>12	414	>16	>18	82	Š	>24	>28	>28
95	8283	8589	8823	8823	8823	8823	9087	9087	9483	9483	10023	10023	10565	10565	10565	11103	11103
60	7817	7817	7972	8101	8101	8101	8258	8258	8522	8522	9073	9073	9469	9469	9469	10009	10009
80	7221	7221	7381	7512	7512	7512	7931	7931	8218	8218	8481	8768	9032	9209	9209	9209	9209
67	6 29 4	6294	6595	6595	6595	6808	6808	2002	7095	7357	7907	8324	8324	8324	8324	8324	8324
8	4960	4960	2584	5521	5521	5521	5521	5521	5521	5652	6282	6517	6623	6910	6910	7353	7353
0.5	9 €3	4506	4664	4878	4878	4878	4878	4978	5161	5402	5688	5924	6056	6212	6212	6212	6212
9	3512	3512	3885	4175	4175	4229	4358	4567	4751	4909	2068	5172	5172	5172	5172	5172	5172
0	3133	3133	3377	3536	3798	3928	4031	4191	4345	4426	4426	4426	4426	4426	4426	4426	4426
0.5	7897	2687	2822	3248	3327	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377
6	2274	2274	2336	2676	2676	2676	2676	2676	2676	2676	2676	2676	2676	2676	2676	2676	2676
1994 P	1994 Proposed RMC Table	MC Table															
===	₹	77	2,	ű	×	9,	φχ	>10	>12	×14	√ 16	×18	>20	×	>24	×26	×28
0-10	8976	8976	9163	9163	9320	9538	9725	9912	10100	10287	10474	10682	10870	11059	11247	11436	11624
60	8171	8171	8334	8334	8497	9661	8824	8987	9151	9314	9478	9661	9825	0666	10154	10319	10483
80 ====================================	7548	7548	2022	7702	7855	6008	8162	8316	8469	8623	8776	8950	9105	9260	9415	9569	9724
0.7	6580	6580	6743	6743	9069	7068	7231	7394	7557	7720	7883	8066	8230	8394	8558	8722	9886
g	4912	5084	5255	5426	2598	5769	5940	6112	6283	6454	6625	6894	7143	7285	7427	7569	11/1
0.5 0	4442	4614	4785	4956	5128	5298	5468	2639	2803	2980	6103	6248	6373	6498	6498	6498	6498
3	3707	3879	5050	4221	4393	4629	4866	4990	5114	5238	5362	5455	5455	5455	5455	5455	5455
<u>က</u>	3171	3363	355	3746	3870	3994	4242	4366	4430	4557	4557	4557	4557	4557	4557	4557	4557
0.5	2837	2920	3063	3175	3288	8	3401	3401	3401	3401	3401	3401	3401	3401	3401	3401	3401
<u>5</u>	2383	2472	2551	2630	2630	2630	2630	2630	2630	2630	2630	2630	2630	2630	2630	2630	2630
RMC: c	RMC: cell-by-cell comparison (compare to a 4.3 percent ra	comparison	(compare	to a 4.3 pe	rcent raise	-											
	7	7	%	ξ	*	ð	ሟ	51	>12	×14	>16	×18	2,50	Š	>24	\$28	>28
9-10	4.51%	4.51%	3.86%	3.86%	5.98%	8.11%	7.02%	80.6	6.50%	8.48%	4.50%	6.57%	2.89%	4.67%	6.46%	3.00%	4.70%
ှ ဝ	4.53%	4.53%	4.55%	2.88%	4.90%	6.92%	%98.9	8.83%	7.38%	9.30%	4.46%	6.48%	3.76%	5.50%	7.23%	3.09%	4 74%
8	4.53%	4.53%	4.34%	2.53%	4.58%	6.62%	2.91%	4.84%	3.06%	4.93%	3,48%	2.07%	0.80%	0.55%	2 23%	3.91%	2.60%
6	4.55%	4.55%	2.23%	2.23%	4.70%	3.83%	6.22%	4.22%	6.51%	4.93%	-0.31%	-3.10%	-1.12%	0.84%	2.82%	4.79%	6.76%
φ <u></u>	0.95%	2.50%	-0.55%	-1.72%	1.39%	4.49%	7.59%	10.69%	13.80%	14.19%	5.47%	5.78%	7.85%	5.43%	7.48%	2.94%	4.87%
<u>0</u>	5.62%	%69.6	2.59%	1.60%	5.11%	8.61%	12.10%	13.27%	12.55%	10.70%	7.30%	5.47%	5.24%	4.60%	4.60%	4.60%	4 60%
<u></u>	2.56%	10 44%	1.37%	1.10%	5.20%	9.47%	11.65%	9.25%	7.63%	6.70%	2.80%	5.48%	5.48%	5.48%	5.48%	5.48%	5.48%
	1.21%	7.33%	5.25%	5.94%	1,89%	1.67%	5.24%	4.17%	3.33%	2.98%	2.98%	2.98%	2.98%	2.98%	2.98%	2.98%	2.98%
0.5	5.61%	9.81%	7.40%	.2.22%	1.16%	%69.0	%69.0	%69.0	%69.0	%69.0	%69.0	%69.0	%69.0	%690	%69.0	%69.0	%69.0
5	5.22%	8.69%	921%	174%	1.74%	1 74%	1 74%	-1.74%	1.74%	1.74%	1.74%	1.74%	-1.74%	174%	.1.74%	1.74%	.1 74%

Table A-6. Prior-service and warrant officers 1994 RMC raise comparison (one-year transition)

1993 Cui	1993 Current RMC Table	Table															
	V	7	25	Х	7	4	8	>10	212	>14	>16	× 48	>20	>22	>24	>26	>28
OE-3	0	0	0	0	3847	3978	4080	4240	4394	4525	4525	4525	4525	4525	4525	4525	4525
OE-2	0	0	0	0	3442	3493	3572	3706	3809	3886	3886	3886	3886	3886	3886	3886	3886
OE-1	0	0	c	0	2838	2972	3050	3128	3207	3313	3313	3313	3313	3313	3313	3313	3313
W-5	0	0	0	0	0	0	0	0	0	င	0	0	4694	4830	4830	660S	2099
₩	3210	3210	3363	3363	3415	3520	3626	3731	3915	4045	4148	4229	4330	4438	4438	4697	4697
₩-3	2927	2927	3089	3089	3115	3140	3295	3428	3507	3586	3662	3744	3850	3953	3953	4056	4056
₩-2	2625	2625	2762	2762	2814	2916	3023	3102	3181	3258	3339	3417	3494	3597	3597	3597	3597
×.	2208	2208	2413	2413	2546	2624	2702	2778	2860	2937	3016	3033	3093	3093	3093	3093	3093
1994 Pro	1994 Proposed RMC Table	IC Table															
	⊽	7	ζ,	ል	¥	ģ	ሟ	>10	>12	>14	× 16	×18	>20	>25	>24	>26	>28
OE-3	0	0	0	0	3920	4044	4292	44 16	4540	4664	4788	4932	4932	4932	4932	4932	4932
0E-2	0	0	0	0	3408	3521	3633	3746	3859	3971	3971	3971	3971	3971	3971	3971	3971
OE-1	0	0	0	0	2789	2905	3015	3128	3240	3353	3353	3353	3353	3353	3353	3353	3353
χ. Υ.	c	c	c	¢	c	c	c	c	c	c	c	c	9090	CBOZ	5211	5342	2
3	37.60	24.42	25.10	25.70	35.45	9759	20.7	7007	9007	, {	, ,	746	75.0	700	7027	3 5	2 2
3	2000	3 5	2 8	3186	25.55	33.35	2 S	35.28	26.26	3741	3843	3064	999	7,66	4242	4374	44.73
× ×	2670	2738	2805	2873	2941	3031	3121	3211	3301	3391	3482	3592	3683	3774	3866	3866	3866
. ×	2294	2361	2429	2497	2564	2737	2821	2905	2990	3075	3159	3264	3264	3264	3264	3264	3264
PMC: ce	Il-by-cell o	omparison	(compare	to a 4.3 p	RMC: cell-by-cell comparison (compare to a 4.3 percent raise)	(e)											
	~	~	۲,	ൃ	4	%	%	ot	>12	>14	×16	×18	>20	>25	>24	>26	>28
OE-3	N/A	N/A	N/A	A/A	1.89%	1.67%	5.19%	4.14%	331%	3.08%	5.85%	%00.6	%00.6	%00.6	800.6	800.6	800.6
0E-2	∀ /Z	₹ Z	N/A	A/A	%66.0-	%080	1 72%	1.09%	1.31%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%	2.20%
0E-1	N/A	N/A	N/A	N/A	-1.71%	-2.37%	1.15%	-0.02%	1.04%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%	1.21%
×.5	A/N	A/X	ď Ž	A/N	۲ 2	A/N	Ψ/N	Ψ/N	4	N/A	A/A	A/A	5.45%	5 18%	7 89%	4 77%	7 33%
W.4	5 13%	7 24%	4 37%	88.9	6 76%	6 78%	%97.9	6 76%	4 64%	4 OF%	4 20%	5 33%	5.51%	5,52%	% OU &	%P'S P	6 07%
÷ ×	1 23%	354%	0.31%	2.50%	3.79%	6 22%	4.29%	321%	3.78%	4 32%	4 92%	2.86%	5.61%	5 46%	%90 B	7.85%	10 38%
W-2	1 72%	4 29%	1.58%	4.03%	4.48%	3 94%	3 22%	3.51%	3 78%	4 10%	4.27%	5.12%	5 40%	4 94%	7 48%	7.48%	7 48%
× .	3 86%	6 92%	0.66%	3.47%	0 71%	4 28%	441%	4.57%	4.55%	4 68%	4 74%	5.53%	5.53%	5.53%	5 53%	5 53%	5 53%

INTEGRATION AND TRANSITION

APPENDIX B—TWO-YEAR TRANSITION

Table B-1. Enlisted members 1994 basic pay raise comparison (two-year transition)	B-2
Table B-2. Officers 1994 basic pay raise comparison (two-year transition)	B-4
Table B-3. Prior-service and warrant officer 1994 basic pay raise comparison (two-year transition)	В-6
Table B-4. Enlisted members 1994 RMC raise comparison (two-year transition)	В-8
Table B-5. Officers 1994 RMC raise comparison (two-year transition)	. B-10
Table B-6. Prior-service and warrant officers 1994 RMC raise comparison (two-year transition)	. B-12

Table B-1. Enlisted members 1994 basic pay raise comparison (two-year transition)

386	rem basic r	ay iable	%	ል	4	%	ፙ	×10	×12	414	*16	×18	×20	>22	>24	×26	>28
6.1	0	0	0	0	0	0	0	2443	2498	2555	2613	2672	2723	5866	2866	3145	3145
E-8	0	0	0	0	0	0	2049	2107	2163	2219	2278	2330	2387	2527	2527	2809	5809
E-7	1430	1430	1544	1601	1657	1714	1768	1825	1882	1967	2023	2079	2106	2247	2247	2527	2527
<u>ب</u> 9	1231	1231	134	1397	1457	1511	1565	1623	1707	1760	1817	1845	1845	1845	1845	1845	1845
E-S	1080	1080	1175	1233	1286	137	1427	1483	1538	1565	1565	1565	1565	1565	1565	1565	1565
E-4	1007	1007	1064	1126	1213	1261	1261	1261	1261	1561	1261	1261	1261	1261	1361	1261	1261
င္း	949	949	<u>§</u>	1041	1041	1041	1041	1041	1041	1041	25	1041	104	1041	1041	1041	1981
E-2	913	913	913	913	913	913	913	913	913	913	913	913	913	913	913	913	913
<u>E-1</u>	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815
E-1 <4	¥	0	0	0	0	0	٥	0	0	0	0	0	0	0	0	0	0
1994 Pros	1994 Proposed Basic Pay Table	Pay Table															
·	⊽	7	7	εχ	*	Я	₩,	>10	>12	414	>16	>18	8	\$2	>24	2,58	>28
E-9	0	0	0	0	0	0	0	2537	2605	2677	2747	2820	2887	300	3049	3241	3286
E.8	0	0	0	0	0	0	2120	2190	2255	2324	2390	2457	2523	2636	2687	2885	2836
E-7	1486	1517	1612	1677	1742	1803	1862	1922	1980	2055	2112	2172	2214	2318	2378	2583	2642
E-6	1275	1306	1400	1465	1531	1591	1650	1710	1782	184	1890	1921	1921	1921	1921	1921	1921
E-5	1130	160	1246	1312	1375	1450	1510	1570	1613	1639	1639	1639	1639	1639	1639	1639	1639
E-4	194	1072	1137	1206	1287	585	1343	1343	1343	1343	1343	1343	1343	1343	1343	1343	1343
F:3	85 83	8 6	1057	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114
E-2	8	88	8	834	83 4	8	8	3 3	934	934	934	834	834	8	8	8	8
ப்	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815
Basic Pay	Basic Pay Table: œll-by-œll con	by-cell comp	aarison (con	npare to a ,	4.3 percent	raise)											
	٧	7	>2 >3	ę,	¥	'n	%	۷ د ا	>12	>14	>16	814	\$2	×22	>24	2 %	>28
E-9	Ϋ́		NA	NA	N/A	N/A	N/A	3.82%	4.28%	4.79%	5.13%	5.56%	5.99%	4.78%	6.38%	3.04%	4.49%
E-8	ΝĀ		N/A	N/A	ΝΆ	N/A	3.47%	3.92%	4.27%	4.72%	4.95%	5.45%	5.69%	4.29%	6.30%	2.70%	4.52%
E-7	3.90%	6.04%	37%	4.76%	5.14%	5.20%	5.28%	5.33%	5.21%	4.48%	4.40%	4.47%	5.13%	3.16%	5.79%	2.20%	4.53%
E-6	3.63%	6.14%	4.36%	4.83%	5.11%	5.26%	5.39%	5.38%	4.41%	4.57%	4.00%	4.13%	4.13%	4.13%	4.13%	4.13%	4.13%
E.5	4.51%	7.45%	5.97%	6.40%	6.83%	5.80%	5.85%	5.87%	4.90%	4.68%	4.68%	4.68%	4.68%	4.68%	4.68%	4.68%	4.68%
F.4	3.37%	6.43%	6.88%	7.06%	6.06%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%	6.45%
بت ئ	1.52%	4.74%	5.57%	6.97%	%26.9	6.97%	6.97%	%26.9	%26.9	%26.9	%26.9	6.97%	6.97%	6.97%	6.97%	6.97%	6.97%
E-2	-1.08%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2 27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%	2.27%
ŭ,	%20.0	0.07%	%20.0	%20.0	0.07%	0.07%	0.07%	0.07%	%200	0.07%	%20.0	0.07%	0.07%	%20.0	0.07%	0.07%	0.07%
E-1 <4	8.20%	NA	ΝΆ	ΝA	N/A	A/A	ΑN	N/A	ΑN	ΝA	NA	ΝΑ	ΝĀ	ΝA	N/A	ΝĀ	ΝΆ

Table B-1 (cont.). Enlisted members 1995 basic pay raise comparison (two-year transition)

1994 Pro	1994 Proposed Basic Pay Table	c Pay Table	_														
	⊽	7	%	ል	*	%	જ	×10	>12	×14	≥16	×18	8,	ģ	>24	> 28	×28
п	0	0	0	0	0	0	0	2537	2605	2677	2747	2820	2887	3008	3049	3241	3286
8	0	0	0	0	0	0	2120	2190	2255	2324	2390	2457	SS SS	2636	2687	2885	2936
E-7	1486	1517	1612	1677	1742	1803	1862	1922	286 286	2055	2112	2172	22.14	2318	2378	2583	2642
E G	1275	1306	1400	1465	1531	1591	1650	1710	1782	1841	1890	1921	1921	1921	1921	1921	1921
<u>n</u> 5	1130	1160	1246	1312	1375	1450	1510	1570	1613	1639	1639	1639	1639	1639	1639	1639	1639
<u>п</u>	1041	1072	1137	4206	1287	1343	1343	1343	1343	1343	1343	1343	1343	1343	1343	1343	1343
E-3	883	98	1057	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114	1114
E-2	903	934	934	934	8 8	934	934	934	934	934	934	934	934	934	934	934	934
<u>m</u>	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815	815
1995 Pro	1995 Proposed Basic Pay Table	c Pay Tabl∈	A														
	⊽	7	2,	ě	7	%	જ	510	×12	>14	>16	×18	82	×	>24	×26	×28
<u>е</u> .	0	0	0	0	0	0	0	2627	2710	2798	2881	2970	3053	3141	3236	3332	3427
e B	0	0	0	0	0	0	2188	2270	2346	2427	2503	2585	2660	2742	2849	2955	3062
E-7	1541	1605	1679	1753	1827	1891	1955	2019	2078	2142	2200	2264	2322	2387	2510	2633	2756
φ w	1319	1383	1457	1531	1605	1669	1733	1798	1856	1920	1961	1996	1996	1996	1996	1996	1996
E-5	1179	1243	1317	1391	1465	1529	1593	1658	1687	1710	1710	1710	1710	1710	1710	1710	1710
<u>п</u>	1074	1139	1212	1286	1360	1424	1424	1424	1424	1424	1424	1424	1424	1424	1424	1424	1424
п .3	975	1038	1113	1187	1187	1187	1187	1187	1187	1187	1187	1187	1187	1187	1187	1187	1187
<u>E</u> -2	688	923	953	953	953	953	953	953	953	953	953	953	953	953	953	953	953
÷	813	813	813	813	813	813	813	813	813	813	813	813	813	813	813	813	813
Basic Pay	Basic Pay Table: cell-by-cell comparison (compare to	l-by-cell cor	nparison (compare to	a 4.1 perc	cent raise)											
	⊽	7	7	ď	7	%	ሜ	1 0	×12	×14	>16	>18	8,	š	>24	>26	>28
е <u>-</u>	ΥX	¥ ¥	N/A	A/A	Ϋ́	A/A	N/A	3.56%	4.03%	4.53%	4.88%	5.31%	5.75%	4.57%	6.14%	2.81%	4.28%
е 9	N/A	¥ X	ž	N/A	ΝA	Ν	3.23%	3.67%	4.02%	4.47%	4.72%	5.21%	5.45%	4.05%	6.03%	2.44%	4.29%
E-7	3.69%	5.82%	4.17%	4.51%	4.84%	4.89%	5.01%	2.06%	4.92%	4.20%	4,18%	4.24%	4.89%	2.94%	5.55%	1.94%	4.32%
ф Ш	3,43%	2.90%	4.11%	4.55%	4.84%	4.94%	5.07%	5.12%	4.14%	4.32%	3.78%	3.30%	3.90%	3.90%	3.90%	3.90%	3.90%
n S	4.41%	7 16%	5.76%	6.08 %	6.54%	5.46%	5.52%	5.60%	4.59%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%	4.38%
<u>п</u>	3.20%	6.21%	6.62%	6.69%	5.71%	C.10%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%	6.10%
E-3	1.21%	4.56%	5.34%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%	6.63%
E-2	-1.59%	2.06%	5.06%	2.06%	5.06%	2.06%	2.06%	5.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	2.06%	5.06%
E-1	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%	-0.29%

Table B-2. Officers 1994 basic pay raise comparison (two-year transition)

1983	1993 Current Basic Pay Table	Pay Table															
	٧	7	ζ,	ч	*	4	ሟ	5,	>12	4.4	316	×18	8,	>22	>24	8,	83.×
0-10	6655	9855	6889	6889	6889	6889	754	7154	7550	7550	9030	9090	9633	9632	9632	9170	8 26
ő	2888	2886	6053	6182	6182	6182	6233	6233	6803	6602	7354	73.54	7550	7550	356	9080	98
ž	5342	5342	5502	5633	5633	5633	6063	6053	633%	6339	6602	8888	72.2	7330	7330	7330	230
۶	4439	44 39	4741	4741	4741	4953	4953	5240	5240	2055	6053	6468	8 4 8	67468	6469	6469	8
કુ	3290	3263	3615	3825	3825	3852	3852	3852	3852	3963	4612	4848	4953	5240	5240	269	Š
٥ 9	2631	38	3069	3303	3303	3303	3303	3403	3587	3827	4113	4349	181	4637	4637	4637	4637
Ş	2218	2216	2701	2881	2881	2835	3064	3273	3457	3615	3773	3878	3878	38.78	38.78	3878	28.88
క	306	2061	2305	2464	2726	9582	8982	3119	3273	3353	3353	3353	3353	3353	3353	3353	3353
0.5	1797	1797	1963	2358	2438	2488	2488	2488	2486	2488	2488	2488	2488	2488	2488	2488	2488
ટ	1561	198	1622	1963	1963	1963	5963	1963	1963	1963	1963	1963	1963	1963	1963	1983	586
1894 P	1994 Proposed Basic Pay Table	: Pay Table															
====	٧	7	ņ	ሜ	7	ሟ	%	210	×12	*1 *	>16	>18	Š	2,53	××	Ķ	88
619	6921	6921	7136	7136	7230	7324	7556	7649	246	8043	8418	8522	6688	2883	8068	8462	29657
60	6131	6131	6293	6361	6442	6524	9899	69/9	6969	0707	7439	7531	7820	7805	7985	8348	55
j	5552	2999	5712	2780	5857	5933	6229	9069	6532	9099	6823	502	7275	7444	7522	7599	7676
0-7	4609	4609	4848	4848	4929	5122	5204	5435	5516	5734	6102	28	848	65.73	6657	6739	1286
9	3273	3359	3614	3823	3909	3994	4080	4166	4251	4405	4820	920%	9529	X	5548	2650	288
0.5	2744	3830	3154	3325	3437	3523	3608	3745	3856	4136	4348	45.43	4874	4818	4818	4818	4818
j	2310	2382	2733	2912	2996	3144	3330	3501	3859	3803	3948	4049	404	4049	4048	4049	\$
ટ	2075	2171	2394	2573	2772	2805	3078	3224	3367	3443	3443	3443	3443	3443	3443	3443	34.53
6	986	1922	2085	2327	2425	5208	5208	2508	5208	2508	2508	2508	2208	2508	2508	8092	2508
6	1607	1647	1718	1905	1935	1835	1835	1835	1805	1905	1835	1905	1835	1935	1835	1935	1835
Basic F	Basic Pay Table; cell-by-cell comparison (compare to a 4.3	-by-cell comp	Harlson (com	pere to a 4.3	(esim meceni	æ											
	7	7	2	å	7	ሟ	%	01 <	×12	114	>16	81,8	Š	×22	>24	8	88,
9	3.99%	3.98%	3.59%	3.59%	4.95%	6.31%	5.62%	%Z6:9	5.28%	6.53%	4.08%	5.34%	3.10%	4.19%	5.28%	3.19%	×22
60	3.85%	3.95%	3.98%	2.90%	4.22%	5.54%	5.50%	6.79%	5.85%	7.08%	4.00%	5.28%	3.58%	4.87%	5.76%	3.20%	4.21%
9	3.92%	3.82%	3.81%	2.61%	3.98%	5.34%	2.91%	4.18%	3.04%	4.25%	3.34%	2.47%	£89.	1.56%	2.62%	3.67%	*27.
6	3.84%	3.84%	2.27%	2.27%	3.98%	7.40%	5.05%	3.70%	5.26%	4.21%	0.82%	-0.90%	0.38%	1.64%	2.91%	4.16%	5.45%
ğ	-0.52%	2.09%	-0.02%	-0.74%	1.48%	3.70%	5.93%	8.15%	10.37%	10.61%	4.49%	4.72%	6.11%	4.51%	5.86%	2.92%	*3
<u>ې</u>	4.30%	7.55%	2.10%	1.46%	4.06%	6.64%	9,22%	10.05%	9.46%	8.09%	5.70%	4,46%	432%	3.90%	3.90%	3.90%	3.90%
S	4.14%	7.98%	1.18%	1.08%	405%	7.15%	8,68%	6.97%	5.84%	5.21%	4.63%	4.43%	4.3%	4.43%	4.43%	4,43%	464.
3	0.70%	5.34%	3.88%	4.43%	1.87%	1.60%	4.07%	3.39%	2.87%	2.66%	2.66%	2.66%	2.66%	2.86%	2.66%	2.66%	2 66%
70	3.82%	8.96%	200	-1.31%	-0.50%	0.78%	0.78%	0.78%	0.78%	0.78% 0.78%	0.78%	0.78%	O.78%	9.20.0	0 78%	0.70	¥6.0
ō	3,00%	5.52%	5.92%	-1.41%	-1.41%	.141%	-1.41%	1,41%	-1.41%	-1.41%	-1.41%	-1,41%	1,41%	1.41%	1.41%	.1,41%	111

Table B-2 (cont.). Officers 1995 basic pay raise comparison (two-year transition)

Table B-3. Prior-service and warrant officer 1994 basic pay raise comparison (two-year transition)

1993	1993 Current Basic Pay Table	asic Pay Table	ole														
	⊽	7	75	å	¥	ጵ	87	۰ ۲	×12	>14	>16	× 8	>20	>22	>24	>26	×28
OE-3	0	٥	0	0	2726	2856	5959	3119	3273	3403	3403	3403	348	3403	3403	3403	3403
0E-2	0	0	0	0	2438	2488	2567	2701	2804	2881	2881	2881	2881	2881	2881	2881	2881
OF-1	0	0	0	0	1963	2097	2174	2253	2331	2438	2438	2438	2438	2438	2438	2438	2438
W-5	0	0	o	o	c	c	c	c	c	c	c	c	7036	27.00	0020	0000	8
X	2100	2100	2253	2253	2305	2409	2516	26.2	2804	20.35	3038	3110	3 6	32.50	22.22	2503	2000
W-3	1909	9	20.00	200	2007	2121	22.27	2400	240	7550	8 8	5 6	2500	200	7 2 2	8) S
¥-2	1672	1672	1808	1808	1861	1963	200	2149	00 to 00	2305	2386	6 76	2632	8 8	8 8 8	888	8 8
<u>×</u> .1	1393	1393	1597	1597	1730	1808	1886	1963	8 4 4	2121	2201	2277	2277	2277	2277	227	2271
1001	1004 Damesed Basic Day Table	T ved vise	, ,														
		do La	au au														
	7	7	ζ,	ሜ	¥	ダ	ፙ	5	>12	4.4	>16	×18	×20	>22	>24	>26	>28
OE-3	0	0	0	0	2771	2905	3079	3224	3367	3497	3559	3631	3631	3631	3631	3631	3631
OE-2	0	0	0	0	2425	2508	5 606	2732	2842	2938	2938	2938	88	2938	88	88	88
Ğ	0	0	0	0	1935	2061	2159	2256	2353	2465	2465	2465	2465	2465	2465	2465	2465
4	•	•	ć	•	•	(•	•	,	,							
	> !	> ;	>	>	>	>	>	5	5	0	0	0	3740	3877	3942	4148	4213
×	2179	2213	2327	2360	2421	2532	264 4	2755	2907	3032	3142	3251	3360	3473	3530	3722	37.79
£-3 ————————————————————————————————————	1922	1955	2074	2108	2155	2219	2350	2470	2562	2654	2744	2848	2955	9908	3111	3216	3267
W-2	1685	1719	1824	1858	1919	2017	2119	2205	2291	2376	2464	2559	2646	2744	2790	2790	2790
×-	1423	1456	1597	1631	1734	1861	1944	2026	2111	2193	2277	5369	2369	5369	2369	5369	2369
Basic F	Basic Pay Table Cell-By-Cell Comparison (compare to a	Sell-By-Cel	Compani	omao) aos	are to a 4	3 percent	rake)										
	•	,					(200										
	⊽ }	<u>,</u>	7	ሜ	¥	ጵ	%	5	₹	×14	×16	× 18	8,	>25	>24	>56	>28
OE-3	¥ :	X / X	X X	ΥX	1.67%	1.60%	4.07%	3.39%	2.87%	2.75%	4.58%	6.69%	6.69%	%69.9	%69.9	%69.9	%69.9
0E-2	Ψ/Z	₹ Ż	∀	¥ X	0.50%	0.78%	1.50%	1.13%	1.34%	1.98%	1.8%	1.98%	1.98%	1.98%	±.98%	1.98%	1.98%
OE-1	∀	4	K/A	A/N	-1.41%	-1.70%	-0.73%	0.12%	0.91%	1.12%	1.12%	1.12%	1.12%	1.12%	1.12%	1.12%	1.12%
W-5	A/N	N/A	K/X	X/X	N/A	N/A	N/A	N/A	N/A	A/A	A/N	₹ Z	4.37%	4.22%	5.98%	3 99%	563%
¥	3.77%	5.39%	3.26%	4.77%	5.06%	2.09%	5.10%	5.12%	3.66%	3.30%	3.43%	4.22%	4.35%	4.38%	6 10%	3 70%	5.38%
¥-3	0.68%	2.45%	0.16%	1.80%	2.78%	4.58%	3.23%	2.53%	2.95%	3.38%	3.81%	4.49%	4.34%	4.26%	6.01%	5.88%	7.57%
×-2	0.83%	2.85%	0.86%	2.74%	3.13%	2.78%	2.33%	2.60%	2.83%	3.11%	3.27%	3.88%	4,11%	3.81%	5.55%	5.55%	5.55%
¥ ×	2.15%	4.57%	-0.05%	2.10%	0.21%	2.89%	3.05%	3.21%	3.26%	3.39%	3.46%	4.05%	4.05%	4.05%	4 05%	4.05%	4.05%

Table B-3 (cont.). Prior-service and warrant officer 1995 basic pay raise comparison (two-year transition)

1994 Pri	eg pesodo	1994 Proposed Basic Pay Table	əlqt														
	⊽	7	ζ,	ሄ	ţ	%	ሟ	<u>۲</u>	>12	>14	×16	×18	×20	>25	>24	×56	×28
OE-3	0	0	0	0	2771	2905	3079	3224	3367	3497	3559	3631	3631	3631	3631	3631	3631
0E-2	0	0	0	0	2425	2508	9092	2732	2842	2938	868 808	2938	2938	2938	886%	88 82	2936
OE-1	0	0	0	0	1935	2061	2159	5256	2353	2465	2465	2465	2465	2465	2465	2465	2465
9	c	c	c	c	c	c	c	c	c	c	c	c	3740	3877	3942	4148	4213
? 3	, F	23.5	7555	250	2424	25.23	> 26	2755	2007	3032	3142	3251	3360	3473	3530	3722	3779
7	6/13	2 22	7700	3 6	245	2000	325	3 6	2563	3854	27.44	2848	25.5	9080	3111	3216	3267
۶ <u>۲</u>	1922	1822	8,5	8017	2 2 2 3 3 4 4	22 13 21 25 21 26	25.50	2,470	2202	22.76	2464	0 0 u	25 66 26 66 26 66	2744	2790	2790	2790
×-×	1423	1456	1597	1631	1734	1861	1944	30 56	2111	2193	2277	5369	2369	2369	2369	2369	2369
		}	į														
1995 Pr	oposed Ba	1995 Proposed Basic Pay Table	abie														
	. ₩	. 7	24	ч	7	%	%	×10	51 2	>14	>16	×18	8,	>25	>24	>26	>28
OE-3	0	0	0	0	2813	2942	3200	3329	3458	3587	3716	3865	3865	3865	3865	3865	3865
OE-2	0	0	0	0	2404	2522	2639	2756	2874	2991	2991	2091	2991	2991	2991	2991	286
GE-1	0	0	0	0	1900	2017	2135	2252	2369	2486	2486	2486	2486	2486	2486	2486	2486
<u> </u>				,		(,	•	((•	(1000	7000	944	4004	777
×-5	0	0	0	0	0	0	5	>	5	>	>	>	7000	3	0	3	7
<u>×</u>	2259	2329	2399	2470	2540	2657	2775	2882	6 006	3127	3244	3382	3500	3619	3738	3826	3975
×-3	1930	2003	2071	2142	2212	2318	2423	2528	2634	2740	2846	2972	3078	3185	3292	3398	3505
W-2	1696	1766	1836	1907	1977	2071	2165	2259	2353	2447	2540	2654	2750	2845	2940	2940	2040
×-1	1452	1522	1592	1663	1733	1913	2001	2083	2177	2265	2353	2461	2461	2461	2461	2461	2461
Basic P.	ay Table: (coll-by-cell	Basic Pay Table: cell-by-cell comparison (compare to	n (compa	re to a 4.1	percent raise)	aise)										
•	⊽	*^	%	ሜ	¥	ኇ	જ	<u>۲</u>	>12	×14	×16	× 18	>20	>25	>24	>56	×28
OE-3	A/A	A/N	N/A	N/A	1.48%	1.37%	3.95%	3.23%	2.70%	2.57%	4.41%	6.45%	6.45%	6.45%	6.45%	6.45%	6 45%
OE-2	N/A	N/A	N/A	W/N	-0.87%	0.55%	1.28%	%06:0	1.12%	1.79%	1.79%	1.79%	1.79%	1.79%	1.79%	1.79%	%
OE-1	A/N	A/A	A/A	N/A	-1.81%	-2.15%	-1.11%	-0.17%	%69.0	0.88%	0.88%	0.88%	%88.0	0.88%	%880	0.88%	0.88%
3	Q)	Ø/N	δ/N	4/2	Φ/Ν	4/8	4 /2	A/N	∀ X	A/X	A/A	Ą.	4.20%	4.04%	5.77%	3.80%	5.43%
, ,	2 65%	5 25%	3 12%	4 6.4%	4 92%	4 95%	4 96%	4 98%	3 52%	3 15%	3.27%	4.05%	4.19%	4.20%	5.88%	3.59%	5.17%
× 3	0.45%	230%	5 13% T	1 62%	2 63%	4.46%	3.09%	2.36%	2.82%	3.23%	3.68%	4.33%	4.17%	4.09%	5.81%	5.67%	7.28%
. S. S.	0.61%	2 70%	0.67%	263%	3.02%	2 66%	2.19%	2.45%	2.70%	2.95%	3.12%	3.72%	3.93%	3.65%	5.35%	5 35%	5.35%
× ×	205%	451%	.0 28%	%00	2003%	2.79%	2.93%	3.11%	3.13%	3.26%	3.33%	3.89%	3.89%	3 89%	3.89%	3.89%	3.89%
	2000		2 22 2														

Table 18-4. Enlisted members 1994 RMC raise comparison (two-year transition)

88	older OMC read Child	Poblo															
3		200															
···	⊽	7	7,	ኧ	7	ሟ	፠	<u>ځ</u>	×12	>14	>16	×18	84	27	>24	8,	824
6.3	0	0	0	0	0	0	0	3577	3631	3688	3747	3805	2857	4000	0004	4279	4279
ф 8	0	0	0	0	0	0	3108	3167	3222	3278	3337	3388	3447	3587	3587	3868	3868
E-7	245	2421	2535	2592	2649	2705	2760	2816	2873	2958	3014	3070	3097	3239	3239	3519	3519
E-6	2147	2147	2258	2314	2373	2428	2482	28.5	2823	2677	2734	2761	2761	2761	2761	2761	2761
E-5	1899	1899	1995	2052	2106	2180	2246	2302	2357	2385	2385	2385	2385	2385	2385	2385	2385
<u>п</u> 4	1710	1710	1766	1829	1916	1964	1964	1964	4964	1964	1964	1964	1964	<u>\$</u>	1964	26 464	20
<u>г</u> .3	1600	1600	1653	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692	1692
E-2	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486	1486
ū	1349	1349	1349	1349	1349	1349	1349	1349	1345	1349	1349	1349	1349	1349	1349	1349	1349
E-1 <4	1270	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1994 Pro	1994 Proposed RMC Table	Table															
	•	•	ć	,	,	,	1	;									
,	v ·	~ ·	χ.	7	X	Ŕ	જ	5	×12	>14	× 9 4	× 97	ģ	ζ,	>24	ķ	>28
ب ب	0	0	0	0	0	Þ	0	3704	3773	3845	3915	3988	2	4172	4217	4409	454
8-	0	0	0	0	0	0	3211	3281	3346	3414	3481	3548	3614	3726	3777	3975	4026
E-7	5208	2539	2634	2700	2765	2825	2884	2945	3005	3078	3134	3194	3236	3341	3400	3605	38
بو	2226	2257	2350	2415	2481	2541	3 800	2661	2732	2791	2840	2871	2871	2871	2871	2871	2871
E-5	1997	2027	2113	2179	2242	2317	2377	2437	2480	5206	2506	2506	5206	2506	2506	5206	506
E-4	1799	58 58	1895	1984 1	2045	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101
E-3	1686	1717	1780	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836
E-2	1600	<u>8</u>	1631	153	1631	1631	<u>183</u>	1631	1631	53	1831	1631	1831	1631	183	1631	183
ŭ	1485	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495
RMC: ce.	l-by-cell con	cell-by-cell comparison (compare to a	ompare to s	a 4.3 percent raise)	(raise)												
	۶	7	2		, ¥	5	7	0,4	713	5	47	9	ş	Ę	č	٤	5
E-9	Š	N.A.	Ą	Ą	Z/A	¥	¥	3.57%	3.89%	4 25%	4 49%	80%	512%	7,70%	* 47¢	200	> > > > > > > > > > > > > > > > > > > >
E-8	Ϋ́Α	ΥX	Ϋ́	¥	N/A	¥.	3.30%	3.60%	3.84%	4.15%	4.32%	4.87%	4.85%	3.90%	5.32%	277%	200
E-7	3.59%	4.85%	3.89%	4.14%	4.39%	4.44%	4.51%	4.55%	4.50%	4.03%	3.90%	8 80.4	4.49%	3.15%	%86.	2.46%	4 14%
E-6	3.65%	5.09%	4.09%	4.38%	4.56%	4.66%	4.76%	4.77%	4.16%	4.26%	3.89%	3.98%	3.98%	3.98%	3.98%	\$ 86°C	3.98%
Ę. S	5.13%	6.74%	2.90%	6.16%	6.49%	5.80%	5.83%	5.84%	5,21%	5.06%	2.06%	5.06%	2.06%	5.06%	5.06%	5.06%	2.06%
<u>.</u>	5.25%	7.05%	7.30%	7.40%	6.75%	6.98%	6.98%	6.98%	%86.9	6.98%	6.98%	88.9	6.98%	6.98%	8.86	6.98%	%86°9
e.	5,35%	7.28%	7.88%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%
E-2	7.69%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9.75%	9 75%	9.75%	9.75%	9.75%
Ē	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%	10.89%
E-1 <4	17.79%	ΝA	ΝA	WA	ΑA	ΑM	ΝA	ΝĀ	ΝA	NA	N/A	N/A	¥ ¥	Z/A	N/A	X.	Š

Table B-4 (cont.). Enlisted members 1995 RMC raise comparison (two-year transition)

	1994 P	1994 Proposed RIMC Table	MC Table										:	;	;	;	ć	
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		. 7	7	7	ч	¥	બ્ર	ሟ	<u>ځ</u>	×12	>14	1 6	× 18	8	×22	>24	97.	8
2266 2839 2834 270 270 276 2826 2860 2846 2846 2847 2840 2871 2840 2871 2847 2840 2871 2847 2840 2871 2847 2840 2871 2871 2871 2871 2871 2871 2871 2871	u	; c	· c	· c	0	0	0	0	3704	3773	3845	3915	3988	4055	472	4217	4 8	4 2
2506 2539 854 270 2715 2421 2271 2471 2472 2717 2472 2717 2717	יו עוני	, ,	, ,	· c	· c	. 0	0	3211	3281	3346	8 41 4	3481	3548	3614	3726	3777	3975	4026 8
225 255 255 255 256 2415 2416 241 2541 2540 2540 2506 2506 2506 2506 2506 2506 2506 250	7 0	25.00	2530	, 75 75 75 75 75 75 75 75 75 75 75 75 75 7	2700	2765	2825	2884	2945	3005	3078	3134	3194	3236	3341	84 80	3605	3664
1997 2027 2113 2119 2149 2244 2317 2437 2440 2506	י ע י	966	2257		2415	2481	2541	2600	1992	2732	2791	2840	2871	2871	2871	2871	2871	2871
1794 1895 1896 1896 1896 1896 1896 1896 1896 1896 1896 1996 1896	ט ע	1007	2000	21.5	2 5	22.42	32.7	2377	2437	2480	2506 2506	2506	2506	2506	2506	2506	5206	5206
1566 1777 1780 1856	ט ט	1997	, 202 4 0 20	1905	901	25.	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101	2101
Fig.	9 G	500	200	4780	200	1826	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836	1836
1495 1495	2 0	8 5	1631	15.2	1631	15.31	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631	1631
Coll-by-cell Compares Coll-by-cell Coll-by	7 1	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495	1495
String S	I																	
1 2 2 2 2 3 4 5 5 5 4 5 5 5 5 5		Proposed F	NC Table	-										,	;	;	;	(
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 3829 3911 4000 4083 4171 4254 4343 4458 4533 4559 559 5292 2 2 2 2 2 2 2 2 2 2 2 2 2 2		. 7	7		Х	¥	ኇ	ሟ	٠ د	>12	×14	>16	×18	8	×55	×2 4	×56	8
0 0 0 0 0 0 0 0 0 0 0 3310 3392 3468 3549 3625 3707 3782 3484 3970 4077 4077 2591 2655 2729 2803 2894 2418 2482 2418 2002 2002 2200 2200 2200 2200 2200 22	ŭ	C	0	0	0	0	0	0	3829	3911	4000	4083	4171	4254	4343	44 38	4533	629
2591 2655 2729 2803 2877 2941 3005 3070 3128 3192 3251 3315 3373 3437 3560 3683 2692 2008 2202 2202 2202 2202 2202 2202 22	ם ט	· c	C		0	0	0	3310	3392	3468	3549	3625	3707	3782	3864	3970	4077	83
2506 2356 2433 2507 2580 2645 2709 2773 2831 2895 2937 2971 2972 2068 2136 2136 2200	י פ	2501	26.55	27.20	2803	2877	2941	3006	3070	3128	3192	3251	3315	3373	3437	3560	3683	908
1.55 1.55	ָ ט נ	- 20CC	2350	2433	2507	25.80	2645	2709	2773	2831	2895	2937	2971	2971	2971	2971	2971	22.7
1550 1914 1988 2062 2136 2200 2200 2200 2200 2200 2200 2200 2200 2200 174 1778 1952 1926 1	ט ע	8900	2132	200	2280	2354	2418	2482	2547	2576	2599	2599	526	2599	2599	2599	2599	528
C: cell-by-cell comparison (compare to a 4.1 percent raise) NIA NA	ט נ	28.5	1914	1988	3062	2136	2200	2200	2200	2200	2500	2200	2200	2200	2200	2200	2200	220
	ı c	1714	1778	1852	1926	1926	1926	1926	1926	1926	1926	1926	1926	1926	1926	1926	1926	1926
C: cell-by-cell comparison (comparison (comparison 4.1507 1507 1507 1507 1507 1507 1507 1507	ָ ט נ	1601	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665	1665
C: cell-by-cell comparison (comparison (co	E-1	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507	1507
C: cell-by-cell comparison (comparis to a 4.1 percent raise) 1																		
NA NA NA NA NA NA NA NA	RMC	cell-by-cell	l comparis	edwoo) vo	ire to a 4.1	-	aise)			,	:	;	Ş	ć	ć	,	90	00
N/A N/A <td></td> <td>⊽</td> <td>7</td> <td>₹</td> <td>ሜ</td> <td>¥</td> <td>ኇ</td> <td>ሟ</td> <td>5</td> <td>×12</td> <td>۶۱<u>۷</u></td> <td>9 .</td> <td>ρ.</td> <td>2 3</td> <td>774</td> <td>\$ >< #</td> <td>0 760</td> <td>9000</td>		⊽	7	₹	ሜ	¥	ኇ	ሟ	5	×12	۶۱ <u>۷</u>	9 .	ρ.	2 3	774	\$ >< #	0 760	9000
N/A N/A N/A N/A N/A N/A N/A 3.09% 3.53% 3.54% 4.13% 4.48% 4.66% 3.69% 5.11% 2.55% 3.31% 4.58% 3.62% 3.84% 4.07% 4.12% 4.26% 4.18% 3.75% 4.15% 4.22% 2.88% 4.71% 2.17% 3.09% 4.53% 3.52% 3.80% 4.00% 4.18% 4.23% 3.75% 3.71% 3.49% 3.73% 3.73% 3.73% 3.73% 3.73% <t< td=""><td><u>е</u></td><td>A/A</td><td>۷/X</td><td>K/A</td><td>ΥX</td><td>K/A</td><td>A/A</td><td>∀</td><td>3.35%</td><td>3.68%</td><td>4.03%</td><td>%62.4</td><td>80°</td><td>4. 5.</td><td>2</td><td>5.6476</td><td>2</td><td>3.96.70</td></t<>	<u>е</u>	A/A	۷/X	K/A	ΥX	K/A	A/A	∀	3.35%	3.68%	4.03%	%62.4	80°	4. 5.	2	5.6476	2	3.96.70
3.31% 4.58% 3.62% 3.84% 4.07% 4.12% 4.21% 4.26% 4.18% 3.72% 3.71% 3.75% 4.22% 2.88% 4.71% 2.17% 3.71% 3.75% 4.52% 2.88% 4.71% 2.17% 3.109% 4.53% 3.52% 3.80% 4.00% 4.08% 4.18% 4.23% 3.62% 3.40% 3.49% 3.49% 3.49% 3.49% 3.49% 3.49% 3.49% 3.49% 3.49% 3.52% 3.80% 4.08% 4.36% 4.36% 4.43% 4.50% 3.87% 3.73%	8	Ϋ́	X/A	N/A	ΑX	Y Z	A/A	3.09%	3.39%	3.63%	3.94%	4.13%	4.48%	4.66%	3.69%	5.11%	2.55%	3.90%
3.09% 4.53% 3.52% 3.80% 4.00% 4.18% 4.23% 3.62% 3.75% 3.40% 3.49% 3.73% 4.72% 4.72% 4.72% 4.72% 4.72% 4.72% 4.72% 4.72% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% <th< td=""><td>E-7</td><td>3.31%</td><td>4.58%</td><td>3.62%</td><td>3.84%</td><td>4.07%</td><td>4.12%</td><td>4.21%</td><td>4.26%</td><td>4.18%</td><td>3.72%</td><td>3.71%</td><td>3.76%</td><td>4.22%</td><td>2.88%</td><td>4.7%</td><td>2.1/%</td><td>200</td></th<>	E-7	3.31%	4.58%	3.62%	3.84%	4.07%	4.12%	4.21%	4.26%	4.18%	3.72%	3.71%	3.76%	4.22%	2.88%	4.7%	2.1/%	200
3.59% 5.18% 4.43% 4.66% 4.98% 4.36% 4.43% 4.50% 3.87% 3.73%	ų	3.09%	4.53%	3.52%	3.80%	4.00%	4.08%	4.18%	4.23%	3.62%	3,75%	3.40%	3.49%	3.49%	3.49%	3.49%	3.49%	3.49%
2.81% 4.58% 4.88% 4.89% 4.44% 4.72%	י טי	3.59%	5.18%	4.43%	4.66%	4.99%	4.36%	4.43%	4.50%	3.87%	3.73%	3.73%	3.73%	3.73%	3.73%	3,73%	3.73%	3.73%
1.65% 3.57% 4.07% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 4.89% 0.03% 2.09%	, A	2.81%	4.58%	4.88%	4.99%	4.44%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%	4.72%
0.03% 2.09%	u.	1 650	3.57%	4.07%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%	4.89%
0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80% 0.80%	E-2	98800	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	5.09%	2.09%	5.09%	5.09%	2.09%	2.09%	2.09%	508%	2.09%
	ш	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	0.80%	%08.0	0.80%	0.80%	0.80%	%08.0	%08.0	0.80%	0.80%	0.80%	0.80%

Table B-5. Officers 1994 RMC raise comparison (two-year transition)

1980 C.	1993 Current RMC Table																
	,	7	9	5	7	S.	9	•		;	\$,	1	1	;	;	
,	, 6		7 6	2 8	ŧ į	8	2	014	714	4 /	0	Σ	Ŗ	77.	> 24	8	×28
2 6	500	200	8823	8823	8823	8823	8084	9087	9483	9483	10023	10023	10565	10565	10565	11103	11103
60	7817	7817	7972	9101	8101	8101	8228	8228	8522	8522	9073	9073	9469	9469	9469	10009	10009
ő	7221	727	738 198	7512	7512	7512	188	7831	8218	8218	8481	8768	9035	9209	9209	9209	8026
5	6294	6294	6595	6595	6595	9089	9089	7095	7095	7357	7907	8324	8324	8324	8324	8324	8324
ő	4960	4960	5284	5521	5521	5521	5521	5521	5521	292	6282	6517	6623	0168	5168	2382	2353
ဂ ိ	4206	4206	4664	4878	4878	4878	4878	4978	5161	5402	2688	5924	9508	6212	6212	6212	6212
9	3512	3512	3995	4175	4175	4 229	4358	4567	4751	606	2068	5172	5172	5172	5172	5172	5172
္ပ	3133	3133	3377	3536	3796	3028	4031	4191	4345	4426	4426	4426	4426	4426	4426	4426	428
0.2	2687	2687	2852	3248	3327	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377
<u>ة</u>	2274	7274	2336	2676	2676	5676	5676	5676	5676	2676	2676	2676	2676	2676	2676	2676	9292
1994 Pr	1994 Proposed RMC	AC Table															
	7	7	۶,	å	7	प ्र	ሟ	>10	>12	*14	×16	× 18	Š	>22	>24	8,	>28
٥ <u>٠</u>	8967	8967	9182	9182	9276	9370	3602	3695	3666	10089	10464	10568	10945	11039	11134	11508	11603
60	8162	8162	8324	8392	8473	8555	8719	8800	9020	9101	9470	3996	9851	9933	10016	10379	10462
ဗီ	7540	7540	7700	7768	7845	7922	8217	8294	8520	8597	8811	9048	9263	9433	9510	282	9996
6	6572	6572	681	681	6892	7085	7166	7397	7479	7697	8065	8374	8456	8538	8620	8702	8784
90	5042	5128	5383	5593	2678	5764	5849	5935	6021	6175	6283	6846	7025	7246	7317	7619	2890
9	4415	4500	4825	5022	5108	5193	5278	5416	2296	2807	8018	6213	6345	6489	6489	6489	6439
ठ	3685	3771	4108	4288	4374	4520	4705	4877	5036	5179	5324	5425	5425	5425	5425	5425	5425
ટ	3219	3315	3538	3717	3915	4046 3446	4223	4368	4511	4587	4587	4587	4587	4587	4587	4587	4587
65	2829	2877	3019	XXX	3380	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462
<u>و</u>	2360	2429	2500	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717
RMC &	H-By-Cell (Companison	(compare to	RMC Cell-By-Cell Companson (compare to a 4.3 percent raise)	ent raise)												
W. 22-JA	₹	7	%	Х	¥	ģ	જ	۷. د ا	×12	×14	316	× 8	8,	×	>24	8	×28
م و	4.41%	4.41%	4.08%	4.08%	5.14%	6.20%	5.66%	%69.9	5.40%	6.39%	4.40%	5.44%	3.60%	4.49%	5.38%	3.65%	4.50%
දි	4.41%	4.41%	4.42%	3.59%	4.60%	5.61%	5.58%	6.57%	5.84%	6.80%	4.38%	5.39%	4.03%	4.90%	5.77%	3.70%	4.52%
క	4.42%	4.42%	4.32%	3.41%	4.44%	5.46%	3.60%	4.57%	3.68%	4.61%	3.89%	3.19%	2.55%	2.43%	3.27%	4.11%	4.95%
67	4.42%	4.42%	3.27%	3.27%	4.50%	4.06%	2.26%	4.26%	5.40%	4.62%	2.00%	%09.0	1.59%	2.57%	3.56%	4.55%	5.53%
90	1.67%	3.40%	1.87%	1.29%	2.84%	4.39%	5.94%	7.50%	9.05%	9.25%	4.89%	5.04%	6.07%	4.86%	5.89%	3.62%	4.59%
0.5	4.96%	6.99%	3.44%	2.95%	4.71%	6.45%	8.20%	8.79%	8.43%	7.50%	5.80%	4.88%	*11.*	4.15%	4.45%	4.45%	4.45%
ş	4.94%	7.37%	2.84%	2.70%	4.75%	6.89%	7.87%	6.78%	5.97%	5.50%	2.06%	4.90%	4.90%	4.90%	4.90%	4.90%	4.90%
క	2.75%	5.81%	4.78%	5.12%	3.00%	2.99%	*F.	4.24%	3.82%	3.64%	3.64%	3.64%	3.64%	3.64%	3.64%	3.64%	3.64%
0-5	4.96%	7.08%	5.86%	1.05%	1.59%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%	2.51%
6	5.07%	6.80%	7.04%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%	1.53%	53%	1,53%	1.53%	1.53%

Table B-5 (cont.). Officers 1995 RMC raise comparison (two-year transition)

1,	<u>\$</u>	1994 Proposed RMC Table	AC Table															
98 87 88 87 98 87 98 89 10048 10548 10548 10549 <th< td=""><td></td><td>٥</td><td>7</td><td>۲,</td><td>ሟ</td><td>7</td><td>፟፟፟፟χ</td><td>%</td><td>۰₁₀</td><td>×12</td><td>41<</td><td>31</td><td>×18</td><td>8,</td><td>ž</td><td>>24</td><td>×28</td><td>×28</td></th<>		٥	7	۲,	ሟ	7	፟፟፟፟χ	%	۰ ₁₀	×12	41 <	31	×18	8,	ž	>24	×28	×28
6 is 2 6 is 3	0.0	6967	8967	9182	9182	9276	9370	9602	3696	9995	10089	10464	10568	10945	11039	15134	11508	11603
7540 7754 770 7784 7784 7784 7784 7784 7784 7784 7784 7784 7784 7784 7784 7784 7784 7884 6879 6871 6871 6871 6879 6871 6871 6879 <th< td=""><td>60</td><td>8162</td><td>8162</td><td>8324</td><td>8392</td><td>8473</td><td>8555</td><td>8719</td><td>8800</td><td>9020</td><td>9101</td><td>9470</td><td>3926</td><td>9851</td><td>9833</td><td>10016</td><td>10379</td><td>10462</td></th<>	60	8162	8162	8324	8392	8473	8555	8719	8800	9020	9101	9470	3926	9851	9833	10016	10379	10462
6572 6572 6572 6571 6581 6811 6882 7086 7186 7397 7479 7879 6805 6814 6805 6805 6805 7002 6405 6405 6405 6405 6405 6405 6405 6405	0.8	7540	7540	2700	7768	7845	7922	8217	8294	8520	8597	1188	9048	9263	9433	9510	9687	5996
5042 5138 5289 5680 5764 5869 5860 6971 6175 6689 6846 7025 7784 3865 3771 450 4374 5586 5979 6419 5629 5878 7784 6889 5879 5879 5879 5878 5879 587	6	6572	6572	1189	6811	6892	7085	7166	7397	7479	7697	8065	8374	8456	8538	9620	8702	8784
4415 4500 4825 5922 5108 5189 5278 5416 5599 5807 6018 6219 6845 6449 5286 3422 5425 5425 5425 5425 5425 5425 5425	90	5042	5128	5383	5583	929	5764	5849	5935	6021	6175	6889	6846	7025	7246	7157	7819	88
3286 3771 4108 4238 4374 4520 4975 5673 5179 5224 5425 5425 5426 5426 5427 5428 5471 4829 4871 4871 4887 <t< td=""><td>0.5</td><td>4415</td><td>4500</td><td>4825</td><td>2052</td><td>5108</td><td>5183</td><td>8228</td><td>5416</td><td>2296</td><td>2807</td><td>6018</td><td>6213</td><td>6345</td><td>6489</td><td>6489</td><td>6489</td><td>6489</td></t<>	0.5	4415	4500	4825	2052	5108	5183	8228	5416	2296	2807	6018	6213	6345	6489	6489	6489	6489
2375 2375 2359 2377 23915 4046 4222 4268 4511 4587 4587 4587 4587 4587 4587 2382 2380 2342	ð	3685	3771	4108	4288	4374	4520	4705	4877	5035	5179	5324	5425	5425	5425	5425	5425	5425
2820 2871 3019 3222 2380 3462 3462 3462 3462 3462 3462 3462 3462 3462 3462 3462 3462 3462 2388	ဝိ	3219	3315	3538	3717	3915	4046	4223	4368	4511	4587	4587	4587	4587	4587	4587	4587	4587
Proposed FMAC Table Page	0.5	2820	2877	3019	3282	3380	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462	3462
State Max Table State	ĕ	5383	2423	2500	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717	2717
41 52 53 54 56 54 510 512 514 516 52 53 54 56 54 510 512 514 516 516 516 524 524 524 524 524 524 524 524 524 524 528 5626 5626 562 566 562 566 566 567 567 567 567 568 568 568 568 568 568 568 568 568 568 569 569 569 569 569 569 569 568 569 569 569 569 569 569 569 569 569 569 600 570 571 572 769 778 774 474 474 474 474 474 474 474 474 474 474 474 474 474 474 474 474 474 474 474	1995 P	roposed Riv	AC Table															
9434 9434 9538 9538 9733 9928 10713 10718 10719 1111 11315 11511<		٥	7	24	ď	¥	ά	%	510	>12	414	>16	×18	8,	, 2	>24	8,	>28
8505 8606 8607 86075 86045 9105 9105 9105 9105 1027 10394 7857 7867 7867 7867 8606 8076 9105 9105 1027 10394 6849 6849 7018 7	9 5	9343	9343	9538	9538	9733	9358	10123	10318	10513	10708	10903	11118	11315	11511	11707	11903	12099
Fight Figh	6-0	8505	8505	8675	8675	8845	5106	9185	9355	9525	9696	3865	10056	10227	10398	10569	10740	1091
6849 6849 7018 7018 7018 7189 7258 7577 7697 7866 80206 8206 80395 8568 8737 8727 8728 8729 8729 8729 8729 8729 872	80	7857	7857	8016	8016	8177	8336	8496	8656	8816	926	9135	9315	2477	9638	9799	0966	10121
5113 5292 5470 5648 5827 6005 6183 6362 6540 6718 6896 7175 7434 7582 7583 6570 6424 4602 4891 5159 5337 5515 6682 5869 6047 6224 6353 6503 6803 6703 6703 3899 4022 4819 5065 5184 5223 5462 5581 5678 5678 5678 5678 5783 3899 4022 4415 4445 4444 4744 4744 4744 4744 4744	6	6849	6849	7018	7018	7188	7358	7527	7697	7866	9039	8206	8395	8566	8737	8068	9079	9249
4624 4802 4981 5159 5337 5515 5692 5869 6047 6224 6553 6505 6678 6783 6783 6783 6783 3859 4037 4216 4394 4572 4819 5065 5184 5323 5452 5581 5678 5678 5678 5678 5678 3001 3500 3699 3899 40222 4819 5065 5184 5323 5452 5581 5678 5678 5678 5678 5678 2002 2003 3001 3188 3305 3402 3402 3540 3540 3540 3540 3540 3540 3540 3540	ဗို	5113	5292	5470	5648	5827	9009	6183	6362	6540	6718	9689	7175	7434	7582	7730	7878	8028
3959 4037 4216 4394 4572 4819 5065 5194 5323 5462 5581 5678 5678 5678 5678 3578 3301 3500 3699 3899 40226 4457 4415 4544 4673 4744 4744 4744 4744 4744 4744 47	9.5	4624	4802	4981	5159	5337	5515	2695	5869	6047	6224	6353	6503	8633	6763	6763	6763	6763
301 3500 3699 3899 402e 4157 4415 4544 4673 4744 4744 4744 4744 4744 4744 47	ş	3829	4037	4216	4394	4572	4819	2065	5184	5323	25.52	5581	2678	2678	2678	5678	5678	8/95
2491 2573 2655 2737 2737 2737 2737 2737 2737 2737 27	ဝဒ	330	3500	3696	3899 6	4028	4157	4415	4544	4673	4744	4744	4744	4744	4744	4744	4744	4744
2491 2573 2655 2737 <th< td=""><td>0.5</td><td>2863</td><td>3071</td><td>3168</td><td>3305</td><td>3423</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td><td>3540</td></th<>	0.5	2863	3071	3168	3305	3423	3540	3540	3540	3540	3540	3540	3540	3540	3540	3540	3540	3540
cell-by-cell comparison (compare to a 4.1 percent raise) 1	ઠ	2491	2573	2655	2737	2737	2737	2737	2737	2737	2737	2737	2737	2737	2737	2737	27.37	2737
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 4.20% 4.20% 3.87% 4.93% 5.96% 5.43% 6.43% 5.18% 6.14% 4.19% 5.21% 3.38% 4.27% 4.21% 4.21% 4.21% 3.20% 4.23% 5.36% 6.30% 5.61% 6.53% 4.17% 5.16% 3.81% 4.68% 4.20% 4.20% 4.23% 5.36% 6.30% 4.36% 4.17% 5.16% 2.96% 2.31% 2.18% 4.21% 4.21% 3.05% 4.23% 5.04% 4.05% 5.18% 4.41% 3.68% 2.96% 2.31% 2.18% 4.18% 3.68% 2.33% 4.18	RMC	sell-by-cell o	omparison	(compare to	a 4.1 percer	nt raise)												
4.20% 4.20% 3.87% 4.92% 5.93% 6.43% 6.14% 4.19% 5.21% 3.38% 4.27% 4.21% 4.21% 4.21% 4.36% 5.38% 6.30% 5.18% 6.14% 4.19% 5.16% 3.81% 4.28% 4.20% 4.21% 3.20% 4.23% 5.38% 5.38% 4.36% 3.47% 4.41% 5.16% 5.18% 4.19% 5.18% 4.81% 5.16% 3.81% 4.68% 4.21% 4.21% 3.05% 4.23% 5.04% 4.05% 5.18% 4.41% 1.74% 0.26% 1.30% 2.33% 4.21% 3.19% 1.61% 4.05% 5.71% 7.19% 8.63% 8.81% 4.67% 4.81% 5.33% 4.71% 3.19% 1.61% 4.19% 5.71% 7.19% 8.63% 4.81% 4.67% 4.81% 4.83% 4.71% 3.19% 4.49% 6.20% 7.84% 8.38% 8.05% 7.19% 4.67%		٧	ኧ	×2	ፚ	¥	%	₩,	۰ ۱	>12	×14	>16	×18	8,	ž	>24	×28	% %
4.21% 4.21% 4.21% 4.21% 4.21% 5.36% 5.35% 6.30% 5.61% 6.53% 4.17% 5.16% 3.81% 4.68% 4.20% 4.20% 4.23% 5.23% 3.39% 4.36% 3.47% 4.41% 3.68% 2.96% 2.31% 2.18% 4.21% 3.05% 4.23% 5.04% 4.05% 5.18% 4.41% 1.74% 0.26% 1.30% 2.33% 1.41% 3.19% 1.61% 1.00% 2.62% 4.19% 5.71% 7.19% 8.63% 8.81% 4.67% 4.81% 5.83% 4.64% 4.74% 5.71% 7.19% 8.63% 8.63% 4.67% 4.67% 4.65% 4.23% 4.74% 5.71% 7.19% 8.63% 8.05% 7.19% 4.67% 4.67% 4.66% 4.23% 4.74% 6.71% 7.69% 6.51% 7.19% 8.63% 4.67% 4.67% 4.65% 4.23% 4.71% 7.06% 2.61	010	4.20%	4.20%	3.87%	3.87%	4.92%	5.96%	5.43%	6.43%	5.18%	6.14%	4.19%	5.21%	3.38%	4.27%	5.15%	3.43%	4.28%
4.20% 4.11% 3.20% 4.23% 5.39% 4.36% 3.47% 4.41% 3.68% 2.96% 2.31% 2.18% 4.21% 3.05% 4.29% 3.65% 5.04% 4.05% 5.18% 4.41% 1.74% 0.26% 1.30% 2.33% 1.41% 3.19% 1.61% 1.00% 2.62% 4.19% 5.71% 7.19% 8.63% 8.81% 4.67% 4.81% 5.83% 4.64% 4.74% 6.71% 3.23% 2.71% 7.19% 8.63% 8.05% 7.19% 4.67% 4.67% 4.67% 4.65% 4.23% 4.71% 7.06% 2.71% 7.63% 6.51% 5.73% 5.77% 4.66%	රි	4.21%	4.21%	4.21%	3.38%	4.39%	5.38%	5.35%	6.30%	5.61%	6.53%	4.17%	5.16%	3.81%	4.68%	5.53%	3.48%	4.30%
4.21% 3.05% 3.05% 4.29% 3.65% 5.04% 4.05% 5.18% 4.41% 1.74% 0.26% 1.30% 2.33% 1.41% 3.19% 1.61% 1.00% 2.62% 4.19% 5.71% 7.19% 8.63% 8.81% 4.67% 4.81% 5.83% 4.64% 4.74% 6.71% 3.23% 2.73% 6.20% 7.84% 8.38% 8.05% 7.19% 5.57% 4.67% 4.65% 4.23% 4.71% 7.06% 2.61% 7.63% 6.51% 5.73% 5.27% 4.66%	နီ	4.20%	4.20%	4.11%	3.20%	4.23%	5.23%	3.39%	4.36%	3.47%	4.41%	3.68%	2.96%	2.31%	2.18%	3.04%	3.89%	4.72%
1.41% 3.19% 1.61% 2.62% 4.19% 5.71% 7.19% 8.63% 8.81% 4.67% 4.81% 5.83% 4.64% 4.74% 6.71% 3.23% 2.73% 4.49% 6.20% 7.84% 8.38% 8.05% 7.19% 5.57% 4.67% 4.65% 4.23% 4.71% 7.06% 2.61% 7.63% 6.51% 5.73% 5.27% 4.66% </td <td>ઠ</td> <td>4.21%</td> <td>4.21%</td> <td>3.05%</td> <td>3.05%</td> <td>4.29%</td> <td>3.85%</td> <td>5.04%</td> <td>4.05%</td> <td>5.18%</td> <td>4.41%</td> <td>1.74%</td> <td>0.26%</td> <td>1.30%</td> <td>2.33%</td> <td>3.34%</td> <td>4.33%</td> <td>5.29%</td>	ઠ	4.21%	4.21%	3.05%	3.05%	4.29%	3.85%	5.04%	4.05%	5.18%	4.41%	1.74%	0.26%	1.30%	2.33%	3.34%	4.33%	5.29%
4.74% 6.71% 3.23% 2.73% 4.49% 6.20% 7.84% 8.38% 8.05% 7.19% 5.57% 4.67% 4.65% 4.23% 4.71% 7.06% 2.61% 2.47% 4.54% 6.61% 7.63% 6.51% 5.73% 5.27% 4.66% 4.66% 4.66% 2.52% 5.58% 4.56% 4.90% 2.88% 2.75% 4.02% 3.60% 3.43% 3.43% 3.43% 4.71% 3.74% 5.60% 0.72% 1.27% 2.25% 2.25% 2.25% 2.25% 2.25% 2.25% 2.25% 4.24% 5.94% 6.20% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75%	90	1.41%	3.19%	1.61%	1.00%	2.62%	4.19%	5.71%	7.19%	8.63%	8.81%	4.67%	4.81%	5.83%	4.64 %	5.65%	3.40%	4.36%
4.71% 7.06% 2.61% 2.47% 4.54% 6.61% 7.63% 6.51% 5.73% 5.27% 4.83% 4.66% 4.36% 3.43% 3.43% 3.43% 3.43% 3.43% 3.43% 3.43% 3.25% 2.25% <th< td=""><td>દુ</td><td>4.74%</td><td>6.71%</td><td>3.23%</td><td>2.73%</td><td>4.49%</td><td>6.20%</td><td>7.84%</td><td>8.38%</td><td>8.05%</td><td>7.19%</td><td>5.57%</td><td>4.67%</td><td>4.55%</td><td>4.23%</td><td>4.23%</td><td>4.23%</td><td>4.23%</td></th<>	દુ	4.74%	6.71%	3.23%	2.73%	4.49%	6.20%	7.84%	8.38%	8.05%	7.19%	5.57%	4.67%	4.55%	4.23%	4.23%	4.23%	4.23%
2.52% 5.58% 4.56% 4.90% 2.88% 2.75% 4.56% 4.02% 3.60% 3.43% 3.43% 3.43% 3.43% 3.43% 3.43% 3.43% 3.43% 4.71% 5.74% 5.60% 0.72% 1.27% 0.75%	8	4.71%	7.06%	2.61%	2.47%	4.54%	6.61%	7.63%	6.51%	5.73%	5.27%	4.83%	4.66%	4.66%	4.66%	4.66%	4.66%	4.66%
4.71% 3.74% 5.60% 0.72% 1.27% 2.25%	63	2.52%	5.58%	4.56%	4.90%	2.88%	2.75%	4.55%	4.02%	3.60%	3.43%	3.43%	3.43%	3.43%	3.43%	3.43%	3.43%	3.43%
1 4.24% 5.94% 6.20% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75% 0.75%	0.5	4.71%	3.74%	5.60%	0.72%	1.27%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%
	ठ	4.24%	5.94%	6.20%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%	0.75%

Table B-6. Prior-service and warrant officers 1994 RMC raise comparison (two-year transition)

1993 C	urrent RN	1993 Current RMC Table															
	7	7	%	ሻ	*	%	ሟ	×10	>12	<u>4</u> 1×	>16	×18	×20	×22	>24	>26	>28
OE-3	0	0	0	0	3847	3978	4080	4240	4394	4525	4525	4525	4525	4525	4525	4525	4525
OE-2	0	0	0	0	3442	3493	3572	3706	3809	3886	3886	3886	3886	3886	3886	3886	3886
OE-1	0	0	0	0	2838	2972	3050	3128	3207	3313	3313	3313	3313	3313	3313	3313	3313
¥-5	0	0	0	0	0	0	0	0	0	0	0	0	4694	4830	4830	2090	2000
¥-4	3210	3210	3363	3363	3415	3520	3626	3731	3915	4045	4148	4229	4330	4438	4438	4697	4697
8.3	2927	2927	3089	3089	3115	3140	3295	3428	3507	3586	3662	3744	3850	3953	3953	4056	4056
W-2	2625	2625	2762	2762	2814	2916	3023	3102	3181	3258	3339	3417	3494	3597	3597	3597	3597
¥	2208	2208	2413	2413	2546	2624	2702	2778	2860	2937	3016	3093	3093	3093	3093	3093	3093
1994 P.	roposed F	1994 Proposed RMC Table	_														
	7	7	۲,	ጃ	¥	%	8	<mark>ر</mark>	×12	×14	>16	× 18	×20	>25	>24	>26	>28
OE-3	0	0	0	0	3966	4097	4274	4419	4562	4692	4754	4826	4826	4826	4826	4826	4826
OE-2	0	0	0	0	3499	3582	3680	3806	3916	4012	4012	4012	4012	4012	4012	4012	4012
OE-1	0	0	0	0	2875	3001	3098	3196	3293	3405	3405	3405	3405	3405	3405	3405	3405
W-5	0	0	0	0	o	0	o	c	¢	c	c	c	4923	5050	124	5330	£30£
W-4	3362	3396	3509	3543	3604	3714	38.26	3938	4089	4214	4324	4433	4542	9297	4713	\$ \$	200
W-3	3008	3042	3160	3194	3242	3305	3437	3557	3648	3740	3831	3935	4041	4146	4197	4302	4354
W-2	2704	2738	2843	2876	2938	3036	3137	3223	3309	3395	3482	3578	3664	3763	3808	9086	808
¥-	5299	2333	2473	2507	2610	2737	2820	2905	2987	3070	3153	3245	3245	3245	3245	3245	3245
RMC: c	ell-by-æll	comparisc	вошоо) ис	RMC: cell-by-cell comparison (compare to a 4.3 percent	_	aise)											
	7	7	7	ጃ	¥	ጵ	፟፟ጞ	× 10	>12	×14	×16	>18	>20	>22	>24	>26	>28
OE-3	Z/A	N/A	K/X	A/X	3.09%	2.99%	4.74%	4.25%	3.80%	3.69%	2.06%	6.65%	6.65%	6.65%	6.65%	6.65%	6.65%
OE-2	N/A	ΝΆ	N/A	N/A	1.66%	2.55%	3.02%	2.70%	2.81%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
OE-1	Ϋ́	N/A	N/A	M/N	1.31%	%/6.0	1.60%	2.15%	2.68%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%
W-5	A/A	A/X	N/A	A/A	N/A	N/A	N/A	¥ Z	N/A	N/A	∀	A/N	4.87%	4.74%	6.10%	4 53%	5.82%
	4.71%	5.77%	4.33%	5.34%	5.53%	5.54%	5.53%	5.53%	4.46%	4.18%	4.25%	4.85%	4.90%	4.91%	6.20%	4.43%	5.64%
	2.76%	3.92%	2.30%	3.40%	4.05%	5.26%	4.29%	3.76%	4.03%	4.31%	4.61%	5.08%	4.96%	4.88%	6.18%	6.07%	7.34%
	3.01%	4.31%	2.93%	4.16%	4.39%	4 11%	3.76%	3.90%	4.03%	4.21%	4.29%	4.71%	4.86%	4.62%	5.90%	5.90%	2 90%
₩-1	4.10%	5.63%	2.50%	3.91%	2.52%	4.30%	4.38%	4.45%	4.45%	4.52%	4.54%	4.94%	4.94%	4.94%	4.94%	4.94%	4.94%

Table B-6 (cont.). Prior-service and warrant officers 1995 RMC raise comparison (two-year transition)

		8,	88	212	3405	5	86	4354	8	245		88	5133	34	8	g	8 8	3 5	8 8	3397		9	5 5 5 5	3,60,6	%	57%	5.39%		= %
			•				•	•	•••	•••			_		_				_						•••				
		>26	4826	4012	3405	5330	4906	4302	3808	3245		>26	5133	4134	3490	2	8 5	7110	4023	3397		č	926	3.03%	2.519	4.319	4.19%		5.82
		>24	4826	4012	3405	5124	4713	4197	3809	3245		>24	5133	4134	3490	70.73	\$ 000 \$ 000	4992	40.5	3397		?	27¢,	3 63%	2.51%	5.84%	5.93%		5.92%
		>22	4826	4012	3405	5059	4656	4146	3763	3245		>22	5133	4134	3490	9003	0000	4000	900E	3397		(>> 6.37%	3.03%	2.51%	4.52%	4 68%		4.63%
		×20	4826	4012	3405	4923	4542	4041	3664	3245		×20	5133	4134	3490	7	27.7	6 C	3834	3397		ç	27% A 37%	3.03%	2.51%	4.65%	4.68%	1300	0, 13%
		× 81×	4826	4012	3405	c	4433	3935	3578	3245		×18	5133	4134	3490	c	607	7504	3738	3397		5	>10 F 37%	3.03%	2.51%	A/N	4.60%	7000	6,00%
		>16	4754	4012	3405	o	4324	3831	3482	3153		16	4984	4134	3490	c	> {	8 6	3624	3288		4	A 84%	3.03%	2.51%	A/N	4.04%	2	4.41%
1		>14	4692	4012	3405	0	4214	3740	3395	3070		>14	4855	4134	3490	c	2007	200	3530	3201		•	2 48%	3.03%	2.51%	A/N	3.97%	4 110/	- 1 %
		>12	4562	3916	3293	o	4089	3648	3309	2987		×12	4726	4017	3372	c	7 9 7	9700	3436	3112		Ş	260%	2.57%	2.43%	N/A	4 26%	70 VO C	5
		5	4419	3806	3196	0	3938	3557	3223	2905		۰ 1 0	4596	3899	3255	c	,	74-4	3342	3024		Ç	401%	2.46%	1.87%	A/N	5.31%	0 K/0/	5
		ሟ	4274	3680	3088	o	38.56	3.137	3137	2820		٣	4467	3782	3138	c	> 2	25.77	3249	2937		ō	4 53%	2.78%	1.28%	A/A	5.31%	/000 V	9 00.3
-		ጵ	4097	3582	3001	o	3714	3305	3036	2737		٩	4210	3665	3021	c	5	2473	3155	2848	(asign	(2 % 26%	2.31%	0.64%	A/N	5.32%	5 OF 0/	3
		¥	3966	3498	2875	0	360	3242	2938	2610		*	4080	3547	2904	c	3050	3366	3061	5992			* %	1.37%	%66.0	N/A	5.30%	2 DA94	5
		ል	0	0	0	0	3543	3194	2876	2507		చ	0	0	0	c	27.0	3000	299	2599	re to a 4.1		χ Σ	N/A	Y W	ď Ž	5.12%	2 100	0 0
		%	0	0	0	0	3509	3160	2843	2473	_	2,	0	0	0	c	35.54	20 CF	2 2	2528	edmoc) uc		X	Z/Z	N/A	A/N	4.13%	0 00 C	8
	1994 Proposed RMC Table	7	0	0	0	0	3396	3042	2738	2333	1995 Proposed RMC Table	7	0	0	0	c	2504	245	2850	2458	RMC: call-by-call comparison (compare to a 4.1 nercen		- 4	X X	A/A	A/N	5.54%	3 720/	
	Poposed F	⊽	0	0	0	0	3362	3008	2704	2299	roposed F	⊽	0	0	0	c	25.12	2 20	2779	2388	lleb-vc-llex	7	- 4 /2	X X	N/A	N/A	4.51%	%P'S C	į
	1994 P		OE-3	OE-2	OE-1	W-5	×	W-3	W-2	₩-1	1995 P		OE-3	OE-2	0E-1	X.	3	3	× ×	.	BMC:		OF.3	OE-2	OE-1	W-5	W-4	87.3	2

INTEGRATION AND TRANSITION

APPENDIX C—THREE-YEAR TRANSITION

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Table C-1. Enlisted members 1994 basic pay raise comparison (three-year transition)

1 2 3 3 4 5 5 0	1993 (1993 Current Basic Pay Table	sic Pay Tal	Эe														
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1007 1008 1170 1253 1286 1371 1427 1483 1568 1565	ρι	1531	1631	- t	1861	/65/	וני	8	1623	1/0/1	<u>~</u>	1817	1845	1845	1845	1845	1845	1845
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949 949 1001 1041 1041 1041 1041 1041 10	<u>т</u>	1007	1007	- - - - - - - - - - - - - - - - - - -	1126	1213	1261	1261	1261	1261	1251	1261	1261	1261	1261	1261	1261	1261
913 913 913 913 913 913 913 913 913 913	E-3	949	878	<u>\$</u>	\$	1041	1041	1041	1041	104	1041	1041	1041	1041	1041	1041	1041	1041
	E-2	913	913	913	913	913	913	913	913	913	913	913	913	913	913	913	913	913
4 754 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	m T	815	815	815	815	815	815	815	815	815	815	815	815	815	315	815	815	815
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1278 1299 1400 1463 1528 1587 1645 1706 1782 1840 1892 1923 1923 1924 1128 1129 1129 1394 1354 1334	E-7	1488	1508	1612	1676	1739	1799	1857	1917	1975	2055	2112	2171	2208	2327	2366	2601	2640
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972 983 1053 1105 1	<u>т</u>	1044	1065	1128	138	1280	1334	1334	1334	1334	1334	1334	1334	1334	1334	1334	1334	1334
920 940	E-3	872	663	1053	1105	1105	105	1105	1105	1105	1105	1105	1105	1105	1105	1105	1105	105
ic Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise) 1	다. 다.	920	940	940	940	940	940	940	940	940	940	940	98	940	940	940	940	940
cell-by-cell comparison (compare to a 4.3 percent raise) 1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 1 N/A N/A N/A N/A N/A N/A N/A 1.0% 4.31% 4.65% 4.88% 5.15% 5.44% 4.03% 5.45% 4.37% 4.65% 4.95% 5.01% 5.03% 4.94% 4.45% 4.40% 4.23% 4.24% 6.14%	μ	827	827	827	827	827	827	827	827	827	827	827	827	827	827	827	827	827
c1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20	1	:	•															
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N/A A.10% 4.10%		⊽	7	፠	ጞ	*	ኇ	જ	>10	>12	>14	>16	× 18	×20	>22	>24	>26	>28
IVA N/A N/A N/A N/A N/A 147% 4.10% 4.31% 4.61% 4.76% 5.10% 5.23% 4 4.03% 5.45% 4.37% 4.62% 4.92% 4.95% 5.01% 5.03% 4.45% 4.40% 4.40% 4.40% 4.40% 4.40% 4.66% 3.86% 3.86% 5.01% 5.03% 4.94% 4.45% 4.40% 4.23% 4.23% 4.23% 4.23% 4.23% 4.53% 4.53% 4.50% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% <	ъ Э	ΚX	K/A	N/A	K/N	A/A	N/A	A/A	4.05%	4.31%	4.65%	4.88%	5.15%	5.44%	4.64%	5.70%	3,46%	4.44%
4.03% 5.45% 4.37% 4.65% 4.92% 4.95% 5.01% 5.03% 4.94% 4.46% 4.44% 4.46% 4.44% 4.46% 4.44% 4.46% 4.44% 4.46% 4.44% 4.60% 4.13% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.50% 4.60% <td< td=""><td>щ 8</td><td>4/</td><td>N/A</td><td>ΝA</td><td>N/A</td><td>K/N</td><td>A/A</td><td>3.79%</td><td>4.10%</td><td>4.31%</td><td>4.61%</td><td>4.76%</td><td>5.10%</td><td>5.23%</td><td>4.30%</td><td>5.64%</td><td>3.24%</td><td>4.45%</td></td<>	щ 8	4/	N/A	ΝA	N/A	K/N	A/A	3.79%	4.10%	4.31%	4.61%	4.76%	5.10%	5.23%	4.30%	5.64%	3.24%	4.45%
3.85% 5.53% 4.36% 4.70% 4.90% 5.08% 5.08% 5.08% 4.41% 4.52% 4.13% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.23% 4.50% 4.60% <td< td=""><td>E-7</td><td>4.03%</td><td>5.45%</td><td>4.37%</td><td>4.65%</td><td>4.92%</td><td>4.95%</td><td>5.01%</td><td>5.03%</td><td>4.94%</td><td>4.45%</td><td>4.40%</td><td>4.44%</td><td>4.86%</td><td>3.55%</td><td>5.30%</td><td>2.91%</td><td>4.46%</td></td<>	E-7	4.03%	5.45%	4.37%	4.65%	4.92%	4.95%	5.01%	5.03%	4.94%	4.45%	4.40%	4.44%	4.86%	3.55%	5.30%	2.91%	4.46%
4.50% 6.39% 5.74% 6.13% 5.36% 5.40% 5.42% 4.74% 4.60% 4.60% 4.60% 4.60% 4.60% 4.60% 4.60% 4.60% 4.60% 4.60% 4.60% 4.60% 5.80% 5.90% 5.90% 5.90% 5.96% <td< td=""><td>9</td><td>3.85%</td><td>5.53%</td><td>4.36%</td><td>4.70%</td><td>4.90%</td><td>5.00%</td><td>5.08%</td><td>2.08%</td><td>4.41%</td><td>4.52%</td><td>4.13%</td><td>4.23%</td><td>4.23%</td><td>4.23%</td><td>4.23%</td><td>4.23%</td><td>4.23%</td></td<>	9	3.85%	5.53%	4.36%	4.70%	4.90%	5.00%	5.08%	2.08%	4.41%	4.52%	4.13%	4.23%	4.23%	4.23%	4.23%	4.23%	4.23%
3.66% 5.72% 6.06% 6.18% 5.54% 5.80%	П လ	4.50%	6.39%	5.44%	5.74%	6,13%	5.36%	5.40%	5.42%	4.74%	4.60%	4.60%	4.60%	4.60%	4.60%	4 60%	4.60%	4.60%
2.43% 4.62% 5.18% 6.14%	Щ Ф	3.66%	5.72%	6.06%	6.18%	5.54%	5.80%	2 80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%	5.80%
0.72% 2.96%	<u>п</u> 6	2.43%	4.62%	5.18%	6.14%	6 14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%	6.14%
1.47% 1.47%	E-2	0.72%	2.96%	2.96%	2.96%	2.96%	5.96%	2.96%	5.96%	5.96%	5.96%	2.96%	5.96%	7.36%	5.96%	5.96%	2.96%	2.96%
	<u></u>	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%	1.47%
NA N/A N/A N/A N/A N/A N/A N/A N/A N/A	E-1 <4	9.71%	N/A	N/A	N/A	N/A	Ϋ́	N/A	N/A	N/A	N/A	N/A	N/A	A/A	A/A	A/A	N/A	N/A

Table C-1 (cont.). Enlisted members 1995 basic pay raise comparison (three-year transition)

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0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ф. ф.	0	0	0	0	0	0	0	2541	2600	2673	2741	2809	2872	2990	3030	3254	3284
1488 1508 1612 1675 1739 1799 1857 1917 1975 2055 2112 2171 2208 2327 1128 1128 1139 1394 1394 1394 1394 1394 1394 1394	Щ 89	0	0	0	0	0	0	2126	2194	2256	2321	2386	2449	2512	2636	28.70	888	2934
1278 1289 1400 1453 1528 1587 1645 1706 1705 1802 1802 1923 1923 1923 1924	E-7	1488	1508	1612	1676	1739	4798	1857	1917	1975	2055	2112	2171	2208	2327	2366	2601	2640
1128 1149 1239 1304 1385 1444 1504 1563 1637 1637 1637 1637 1637 1637 1637 1637 1637 1637 1634 1344 1344 1334	ф Ш	1278	1299	1400	1463	1528	1587	1645	1706	1782	1840	1892	1923	1923	1923	1923	1923	1923
1044 1065 1128 1196 1280 1334	E-S	1128	1149	1239	1304	1365	1444	1504	1563	1610	1637	1637	1637	1637	1637	1637	1637	1637
972 973 1053 1105 1	A A	1044	1065	1128	1196	1280	1334	1334	1334	1334	1334	1334	1334	1334	1334	1334	1334	1334
920 5-0 940 <td><u>н</u>.3</td> <td>872</td> <td>83</td> <td>1053</td> <td>2</td> <td>1105</td> <td>105</td> <td>1105</td> <td>1105</td>	<u>н</u> .3	872	83	1053	2	1105	1105	1105	1105	1105	1105	1105	1105	1105	1105	105	1105	1105
827 827 827 827 827 827 827 827 827 827	E-2	920	Q.	940	940	940	940	940	8	940	940	940	940	8	9	96	96	35
S S S S S S S S S S	ú	827	827	827	827	827	827	827	827	827	827	827	827	827	827	827	827	827
Stroposed Basic Pay Table																		
41 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >16 >10 0 0 0 2637 2712 2791 2868 2948 3022 3132 0 0 0 0 0 0 0 2202 2278 2348 2494 2567 2638 2311 1545 1586 1528 1529 1662 1724 1787 1886 1948 2694 3026 311 1177 1220 1304 1375 1444 1517 1580 1662 1724 1787 1886 1949 1999 1999 1999 1177 1220 1304 1375 1444 1517 1580 1662 1764 1689 1669 1669 1669 1669 1769 1769 1769 1769 1769 1769 1769 1769 1769 1769 1769 1769 1769	1995	Proposed I	Basic Pay	Table														
0 0 0 0 0 0 0 0 0 2637 2712 2791 2868 2948 3022 3132 3132 1545 1549 1549 1549 3022 3132 3132 3132 3132 3132 3132 3132		⊽	7	%	ሜ	*	ሄ	ሟ	51	>12	>14	> 16	×18	8,	>55	>24	>56	>28
0 0 0 0 0 0 0 0 0 0 2202 2278 2348 2423 2494 2567 2638 2744 21545 1587 1679 1749 1820 1883 1945 2008 2068 2141 2200 2263 2311 2405 1929 1929 1929 1929 1929 1929 1929 192	6-3	0	0	0	0	0	0	0	2637	2712	2791	2868	2948	3022	3132	3496	3360	3424
1545 1587 1679 1749 1820 1883 1945 2008 2068 2141 2200 2263 2311 2405 1925 1368 1458 1528 1528 1529 1662 1724 1787 1856 1918 1966 1999 1999 1999 1999 1999 1999 1999 1999 1999 1999 1172 1220 1304 1375 1444 1517 1580 1408	E-8	0	0	0	0	0	0	2202	2278	2348	2423	2484	2567	2638	2744	4162	2987	3059
1325 1368 1458 1528 1599 1662 1724 1787 1856 1918 1966 1999 1999 1999 1999 1970 1177 1220 1304 1375 1444 1517 1590 1643 1682 1708 1708 1708 1708 1708 1708 1708 1708	E-7	1545	1587	1679	1749	1820	1883	1945	2008	8902	2141	2200	2263	2311	2405	2487	2671	2753
1177 1220 1304 1375 1444 1517 1580 1643 1682 1708 1708 1708 1708 1708 1708 1708 1909 1909 1909 1909 1909 1909 1909 19	E-6	1325	1368	1458	1528	1599	1662	1724	1787	1856	1918	1966	1999	1999	1999	1999	1999	1999
1080 1123 1194 1266 1347 1408 1408 1408 1408 1408 1408 1408 1408	E-5	1177	1220	1304	1375	1444	1517	1580	1643	1682	1708	1708	1708	1708	1708	1708	1708	-1 20 -1
994 1037 1105 1169 1169 1169 1169 1169 1169 1169 116	П 4	1080	1123	<u>=</u>	1266	1347	1408	1408	1408	1408	1408	1408	1408	1408	1408	408	1408	1408
837 837 837 837 837 837 837 837 837 837	E-3	8	1037	105	168	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169
637 837 837 837 837 837 837 837 837 837 8	E-2	923	996	996	996	996	996	996	996 8	996	996 6	996	996	986	996	98 86	996	996
ic Pay Table cell-by-cell compares to a 4.1 percent raise) 1	<u>п</u>	837	837	837	837	837	837	337	837	837	837	837	837	837	837	837	837	837
Le Pay Table: cell-by-cell comparison (compare to a 4.1 percent raise) 41																		
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 N/A N/A N/A N/A N/A N/A N/A 3.77% 4.08% 441% 4.64% 4.92% 5.22% 4.43% N/A N/A N/A N/A 3.77% 4.08% 4.07% 4.53% 4.85% 5.03% 4.10% 3.83% 5.25% 4.15% 4.64% 4.69% 4.73% 4.76% 4.69% 4.20% 4.16% 4.66% 3.35% 3.66% 5.31% 4.63% 4.63% 4.73% 4.80% 4.16% 4.27% 4.28% 3.98% 3.5% 3.2% 4.32% 4.32%<	Basic	Pay Table		II compan	ison (comp	are to a 4	1 percent	raise)										een oo uto nist
N/A N/A N/A N/A N/A N/A N/A 3.54% 3.84% 4.01% 4.41% 4.64% 4.92% 5.22% 4.43% 4.10% N/A N/A N/A N/A 3.54% 3.84% 4.07% 4.37% 4.85% 5.03% 4.10% 4.10% 3.83% 5.25% 4.15% 4.39% 4.64% 4.69% 4.73% 4.76% 4.69% 4.20% 4.16% 4.20% 4.66% 3.35% 3.86% 5.31% 4.16% 4.43% 4.63% 4.73% 4.80% 4.80% 4.16% 4.27% 3.88% 3.98% 3.98% 3.98% 3.98% 3.48% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.80% 5.49% 5.80% 5.49% 5.80		⊽	<u>*</u>	۲,	જ	7	94	%	۲ ۰	×12	×14	≥16	×18	>20	>22	>24	×56	>28
N/A N/A N/A N/A N/A N/A 3.54% 3.84% 4.07% 4.37% 4.85% 5.03% 4.10% 4.10% 3.83% 5.25% 4.15% 4.39% 4.64% 4.69% 4.73% 4.76% 4.69% 4.20% 4.16% 4.20% 4.66% 3.35% 3.66% 5.31% 4.16% 4.43% 4.63% 4.73% 4.80% 4.16% 4.27% 3.88% 3.98% 3.98% 3.98% 4.31% 6.16% 5.20% 5.45% 5.80% 5.07% 5.11% 5.12% 4.47% 4.32% 4.32% 4.32% 4.32% 3.48% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.80% 5.49% 5.84%	6-3	N/A	N/A	N/A	A/A	Y/A	∀/Z	N/A	3.77%	4.08%	4.41%	4 64%	4.95%	5.22%	4 43%	5.48%	3.26%	4.24%
3.63% 5.25% 4.15% 4.39% 4.64% 4.69% 4.73% 4.76% 4.69% 4.20% 4.16% 4.20% 4.66% 3.35% 3.66% 5.31% 4.16% 4.43% 4.63% 4.73% 4.80% 4.16% 4.47% 4.27% 3.88% 3.98% 3.98% 3.98% 3.98% 3.98% 3.5% 4.31% 6.16% 5.20% 5.45% 5.80% 5.07% 5.11% 5.12% 4.47% 4.32% 4.32% 4.32% 4.32% 4.32% 3.48% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.84% 5	E-8	A/A	N/A	N/A	X X	ΚX	K/Z	3.54%	3.84%	4.07%	4.37%	4.53%	₹.85%	5.83%	4 10%	5.42%	3.02%	4.25%
3.66% 5.31% 4.16% 4.43% 4.63% 4.73% 4.80% 4.16% 4.16% 4.27% 3.88% 3.98% 3.98% 3.98% 4.39% 4.31% 6.16% 5.20% 5.45% 5.80% 5.11% 5.12% 4.47% 4.32% 4.32% 4.32% 4.32% 4.32% 3.48% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.84%	E-7	3.83%	5.25%	4.15%	4.39%	4.64%	4.69%	4 73%	4.76%	4.69%	4 20%	4.16%	4.20%	4 66%	3 35%	5 10%	2.69%	4 26%
4.31% 6.16% 5.20% 5.45% 5.80% 5.07% 5.11% 5.12% 4.47% 4.32% 4.32% 4.32% 4.32% 4.32% 3.48% 5.49% 5.80% 5.22% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.84%	9 3	3.66%	5.31%	4.16%	4.43%	4.63%	4.73%	4 80%	4.80%	4.16%	4 27%	3.88%	3.98%	3 98%	3.98%	3.98%	3.98%	3 98%
3.48% 5.49% 5.80% 5.87% 5.22% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.49% 5.84%	E-5	4.31%	6.16%	2 20%	5.45%	5.80%	5.07%	5.11%	5,12%	4.47%	4.32%	4 32%	4 32%	4 32%	4 32%	4 32%	4 32%	4 32%
2.22% 4.41% 4.96% 5.84%	<u>п</u>	3.48%	5.49%	5.80%	5.87%	5.22%	5.49%	5.49%	5.49%	5.49%	5.49%	5.49%	5 49%	5 49%	5 49%	5.49%	2 49%	5 49%
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	щ S	2.22%	4.41%	4.96%	5.84%	5.84%	5.84%	5 84%	5.84%	5.84%	5 84%	5 84%	5.84%	5.84%	5.84%	5 84%	5.64%	5.84%
0.39% 6.14% 2.14% 2.14% 2.14% 2.14% 2.14% 2.14% 2.14% 2.14% 2.14% 2.14% 2.14%	E-2	0.39%	274%	2 74%	2.74%	2.74%	2 74%	2 74%	2.74%	2.74%	2.74%	2 74%	2 74%	2 74%	2 74%	2.74%	2 74%	27.%
1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23% 1.23%	<u>ن</u>	1.23%	1 23%	1.23%	1.23%	1.23%	1 23%	1.23%	1.23%	1.23%	1 23%	1 23%	1 23%	1.23%	1.23%	1 23%	1 23%	1.23 %

Table C-1 (cont.). Enlisted members 1996 basic pay raise comparison (three-year transition)

1995	1995 Proposed Basic Pay Table	asic Pay Ta	able .														
			((•	(•	,	•	,	(•	;	,	i		
	V	^	7	7	¥	₹	7	×10	×12	×14	×16	× 18	>20	>25	>24	>56	×28
й	0	0	0	0	0	0	0	2637	2712	2791	2868	2948	3055	3132	3196	3360	3424
ф ф	٥	0	0	0	0	0	2202	2278	2348	2423	2484	2567	8898	2744	2814	2987	3029
E-7	1545	1587	1679	1749	1820	1883	1945	800%	2068	2141	2200	2263	2311	2405	2487	2671	2753
E-6	1325	1368	1458	1528	1599	1662	1724	1787	1856	1918	1966	1999	1999	1999	1999	1999	1999
E-5	1177	1220	1304	1375	1444	1517	1580	1643	1682	1708	1708	1708	1708	1708	1708	1708	1708
П 4	1080	133	18	1266	1347	1408	1408	1408	1408	1408	1408	1408	1408	1408	1408	1408	1408
E.	8	1037	105	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169	1169
E-2	853	998	996	996	996	996	996	996	996	996	996	996	996	9 96	996	996	996
m T	837	837	837	837	857	837	837	837	837	837	837	837	837	837	837	837	837
																	-
1996	1996 Proposed Basic Pay Table	sic Pay Ta	able														
	⊽	7	%	ጞ	*	ኇ	ሟ	<u>۲</u>	>12	×14	>16	>18	>20	>25	>24	>56	^28
E-9	0	0	0	0	0	0	0	2733	2819	291	2997	3083	3175	3267	3366	3465	3564
8- <u>1</u>	0	0	0	0	0	0	2277	2362	2441	2525	3 604	5892	2767	2852	2963	3074	3185
E-7	1602	1669	1747	1824	1901	1968	2035	2101	2162	2238	2289	2355	2416	2483	2610	2738	2867
9 <u>U</u>	1372	1439	1516	1593	1671	1738	2 08	1871	1831	1998	2040	2071	2071	2077	2071	2071	2021
E-5	1226	1293	1370	1448	1525	1592	1659	1725	1756	1780	1780	1780	1780	1780	1780	1780	780
<u>п</u>	1117	<u> </u>	1361	1339	1416	1483	1483	1483	1483	1483	1483	1483	1483	1483	1483	1483	1483
E-3	1014	1081	2	1236 362	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236	1236
E-2	925	8	8	8	9 6	98	<u>8</u>	8	8	98	99	8	98	8	8	\$	8
<u>E</u> -1	84 5	84 5	845	845	845	845	845	845	845	845	845	845	845	845	845	845	845
	:	:															
Dasic	Basic Pay Table: cell-by-cell comparison (compare to a	cell-by-cell	compans	on (compa	re to a 4.c	percent r	alse)										
	⊽	7	₹	ሜ	¥	ኇ	ኇ	6 ₹	>12	>14	>16	×18	200	>55	>24	>56	>28
6-B	N/A	A/A	N/A	K/X	K/X	Y/N	N/A	3.64%	3.96%	4.30%	4.52%	4.81%	5.07%	4.31%	5.34%	3.13%	4.17%
æ w	K/N	Y X	N/A	X/X	A/A	Y/A	3.43%	3.70%	3.96%	4.25%	4.41%	4.73%	4.89%	3.96%	5.28%	2.89%	4 12%
E-7	3.73%	5.14%	4.06%	4.27%	4.50%	4.53%	4.63%	4.65%	4.56%	4.08%	4.05%	4.10%	4.52%	3.22%	4.96%	2.54%	4.14%
9	3.56%	5.18%	3.99%	4.30%	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4.57%	4.66%	4.68%	4 8%	4.16%	3.80%	3.87%	3.87%	3.87%	3.87%	3.87%	3.87%
E-5	4.21%	6.03%	5.11%	5.33%	5.61%	4.92%	4.95%	4.98%	4.35%	4.20%	4 .20%	4.20%	4 20%	4.20%	4.20%	4.20%	4 20%
<u>т</u>	3.45%	5.42%	5.65%	5,73%	is 198	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%
<u>н</u> Э	2.05%	4.28%	4.80%	5.67%	2.67%	2.67%	5.67%	5.67%	2.67%	2.67%	5.67%	5.67%	2.67%	2.67%	5.67%	5.67%	5.67%
E-2	0 13%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%	2.61%
E-1	1.00%	1 00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	100%	1,00%	1.00%	1.00%	- 80% - 80%

Table C-2. Officers 1994 basic pay raise comparison (three-year transition)

1993 (1993 Current Basic Pay Table	sic Pay Ta	ejqi														
	⊽	7	%	ሜ	¥	ኇ	જ	510	>12	<u>*1</u>	>16	×18	20	>22	>24	>26	>28
م	8655	6655	6889	6889	6889	6889	7154	7154	7550	7550	8090	8090	8632	8632	8632	9170	9170
60	2838	2898	6053	6182	6182	6182	6339	6339	6602	9602	7154	72.52	7550	7550	7550	908	0608
8	5342	5342	5205	5633	5633	5633	6053	6053	6336	6339	6602	6889	7154	7330	7330	7330	7330
0.7	4439	4439	4741	4741	4741	4953	4953	5240	5240	2055	6053	6469	6469	6469	6469	6469	6469
9	3290	3290	3615	3852	3852	3852	3852	3852	3852	3983	4612	4848	4953	5240	5240	2684	5684
0.5	2631	2631	3089	3303	3303	3303	3303	3403	3587	3827	4113	4349	4481	4637	4637	4637	4637
8	2218	2218	2701	2881	2881	2935	3064	3273	3457	3615	3773	3878	3878	3878	3878	3878	3878
ဗို	2061	2061	2305	2464	2726	2856	2859	3119	3273	3353	3353	3353	3353	3353	3353	3353	3353
65	1797	1797	1963	2358	2438	2488	2488	2488	2488	2488	2488	2488	2488	2488	2488	2488	2488
9	1561	1561	1622	1963	1963	1963	1963	1963	1963	1963	1963	1963	1963	1963	1963	1963	1963
1994	1994 Proposed Basic Pa, Table	Basic Pay	Table														
	7	7	2,	ሜ	*	ዏ	જ	<u>۲</u>	>12	×14	716	×18	^50	>25	>24	>26	>28
<u>0</u>	6928	6928	7153	7153	7215	7278	7524	7586	7924	7987	8425	848	8933	9668	9029	9436	9559
6-0	6138	6138	93 93 93	6383	644 44	6498	6662	6716	6954	7009	7446	7508	7838	7893	7948	8378	8433
8	5558	5558	5721	5811	5863	5914	6257	6308	6558	6099	6844	7101	7337	7511	7563	7614	9992
0-7	4616	4616	4880	4880	4934	5137	5191	5445	5 498	5735	6172	6523	6578	6632	2899	6742	2629
φ <u>Ο</u>	3326	3383	3 998	3888	3945	4002	4059	4116	4173	4321	4816	2069	5226	5473	2250	5876	2823
9	2744	2801	3177	3383	8	3497	3554	3680	3864	4088	4328	45.40	4674	4825	4825	4825	4825
8	331	8962	2761	2943	3000	3116	3285	3472	3641	3792	3944	4047	4047	4047	4047	4047	4047
်	2100	2164	2397	2572	2795	2927	3081	3234	3382	3461	3461	3461	3461	3461	3461	3461	3461
<u>5</u>	1868	906	30 20	2372	2464	2537	2537	2537	2537	2537	2537	2537	2537	2537	2537	2537	2537
9	1614	1640	1709	1972	1972	1972	1972	1972	1972	1972	1972	1972	1972	1972	1972	1972	1972
Basic	Basic Pay Table: cell-by-cell comparison (compare to a	cell-by-cs	ill compari	son (comp	are to a 4.	3 percent	raise)										
	7	7	%	ሜ	7	ሂ	97	5	>12	>14	316	×18	×20	>25	>24	>26	>28
0	4.09%	4.09%	3.82%	3.85%	4.73%	5.64%	5.18%	6.05%	4.96%	5.79%	4.14%	2.00%	3.50%	4.23%	4.95%	3.56%	4.25%
6-O	4 .06%	4.06%	4.08%	3.36%	4.24%	5.12%	5.10%	5.95%	5.33%	6.15%	4.09%	4 95%	3.81%	4.55%	5.27%	3.56%	4.24%
8	4.04%	4.04%	3.97%	3.17%	4.09%	4.99%	3.38%	4.25%	3.46%	4.27%	3.66%	3.08%	5.56%	2.47%	3.18%	3.88%	4.58%
0-7	3.99%	3.99%	2.94%	2.94%	4.08%	3.70%	4.80%	3.90%	4.93%	4.24%	1.98%	0.83%	1.68%	2.53%	3.37%	4.22%	2.06%
9 0	1.09%	2.83%	1.41%	0.93%	2.41%	3.89%	5.38%	%98.9	8.34%	8.50%	4.42%	4.57%	5.50%	4 44%	534%	3.38%	4.22%
9	4.29%	6.45%	2.83%	2.41%	4.13%	5.86%	7.57%	8.13%	7.74%	6.82%	5.23%	4.40%	4.31%	4. 8. 8.	4.04%	4.04%	% 50.4%
9	4.18%	6.75%	2.21%	2.14%	4.13%	6.20%	7.21%	6.07%	5 32%	4.90%	4.52%	4.38%	4 38%	4 38%	4.38%	4.38%	4.38%
<u>8</u>	1.89%	4.99%	4.01%	4.38%	2.54%	2.49%	4.14%	3.68%	3.34%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%
<u>ئ</u>	3.96%	%90.9	4 08 4	0.56%	1.08%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%	1.95%
	3.42%	5.09%	5.36%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0.49%	0 49%	0 49%	0.49%	0 49%

Table C-2 (cont.). Officers 1995 basic pay raise comparison (three-year transition)

name in a sur	1994 Proposed Basic Pay Table	g e															
7	× × ×	7	7		ኧ		ሟ	×10	×12	≯1 ✓	×16	×18	×20	>22	>24	>26	×28
7153 7153 7215	7153 7153 7215	7153 7215	7215	•	7278		7524	7586	7924	7987	8425	8494	8933	9668	65 60 80	9496	9559
6389 6444	6300 6389 6444	6389 6444	6444	_	6498		2999	6716	6954	7009	7446	7508	7838	7893	7948	8378	8433
5721 5811	5721 5811 5863	5811 5863	5863	•	5914		6257	6308	6558	6099	6844	7101	7337	7511	7563	7614	999/
4880 4934	4880 4880 4934	4880 4934	4934		5137		5191	5445	24	5735	6172	6523	6578	6632	6687	6742	6797
3666 3888 3945	3666 3888 3945	3888 3945	3945	•	4002		4059	4116	4173	4321	4816	2069	5226	23	2620	5876	R S
3177 3383 3440	3177 3383 3440	3383 3440	3440	••	3497		3554	3680	3864	4088	4328	4540	4674	4825	4825	4325	4825
2761 2943 3000	2761 2943 3000	2943 3000	3000	••	3116		3285	3472	3641	3792	3944	4047	4047	4047	4047	4047	4047
2397 2572 2795	2397 2572 2795	2572 2795	2795		2957	_	3081	3234	3382	3461	3461	3461	3461	3461	3461	3461	3461
2464	2059 2372 2464	2372 2464	2464	•••	2537		2537	2537	2537	2537	2537	2537	2537	2537	2537	2537	2537
1972 1972	1709 1972 1972	1972 1972	1972		1972		1972	1972	1972	1972	1972	1972	1972	1972	1972	1972	1972
1995 Proposed Basic Pay Table	: Pay Table	bie															
>2 >3 ×4	>2 >3 X	λ 4	*		፟		ሟ	×10	>12	×14	×16	×18	>20	>25	>24	>26	×28
7413 7413 7543	7413 7413 7543	7413 7543	7543	•	767	_	7898	8028	8305	8432	8757	8901	9228	9329	9490	9815	9946
6545 6592 6705 (6545 6592 6705 (6592 6705 (6705		6819		6869	7102	7311	7424	7737	7864	8122	8536	8350	8660	8774
5773 5937 5984 6092 6198	5937 5984 6092	5984 6092	6092	_	6198		6456	6563	6773	683	7082	2306	7509	7680	787	7895	8005
5014 5014 5127	5014 5014 5127	5014 5127	5127		5317		5430	5647	22/60	2968	6280	6558	1299	6785	6836	7013	7127
3709 3913 4032	3709 3913 4032	3913 4032	4032	•	4151		4270	4388	4508	4674	5021	5292	5503	5705	580 400 400 400	6063	8161
3261 3458 3576 (3261 3458 3576 (3458 3576	3576	``	3696		3813	3967	4152	4357	4547	4732	4867	50.00	5010	5010	5010
2816 3000 3119	2816 3000 3119	3000 3119	3119	•	3303		3513	3675	3828	3971	4115	4217	4217	4217	4217	4217	4217
2489 2680 2861	2489 2680 2861	2680 2861	2861	••	88		3203	3347	3489	3566	3566	3566	3566	3566	3566	3566	3566
2156 2378 2485	2156 2378 2485	2378 2485	2485	••	2581		2581	2581	2581	2581	2581	2581	2581	2581	2581	2581	2581
1798 1976 1976	1798 1976 1976	1976 1976	1976		1976		1976	1976	1976	1976	1976	1976	1976	1976	1976	1976	1976
Basic Pay Table: cell-by-cell comparison (compare to a 4.1 percen	comparison (compare to a 4.1 p	4.1	4.1	4.1	perce	=	aise)										
× × × × × ×	λ 2× 4	ል ጃ	¥		ኧ		ሟ	۰ د د	>12	×14	>16	× 18	>20	>25	>24	>26	×28
3.91% 3.64% 3.64% 4.54% 5.4	3.64% 3.64% 4.54% 5	3.64% 4.54% 5	4.54% 5	S	5.	%	4.98%	5.83%	4.77%	5.58%	3.95%	4.80%	3.30%	4.03%	4.75%	3.36%	4.05%
3.90% 3.17% 4.06% 4	3.90% 3.17% 4.06% 4	3.17% 4.06% 4	4.06% 4	4	4 .	%	4.91%	5.74%	5.13%	5.93%	3.91%	4.75%	3.62%	4.35%	5.07%	3.36%	840.4
3.79% 2.98% 3.90% 4	3.79% 2.98% 3.90% 4	2.98% 3.90% 4	3.90% 4	4	4.	%	3.19%	4.04%	3.27%	4.09%	3.47%	2.88%	2.35%	2.25%	2.97%	3.68%	4.39%
2.75% 2.75% 3.91% 3	2.75% 2.75% 3.91% 3	2.75% 3.91% 3	3.91% 3	ന	3.5	%	4.61%	3.72%	4.75%	4.06%	1.75%	0.53%	1.43%	2.31%	3.17%	4.02%	4.86%
1.17% 0.66% 2.21% 3	1.17% 0.66% 2.21% 3	0.66% 2.21% 3	2.21% 3	ന	3.73	%	5.20%	6.62%	8.02%	8.16%	4.25%	4.39%	5.30%	4.25%	5.14%	3.18%	4.02%
2.64% 2.21% 3.97% 5	2.64% 2.21% 3.97% 5	2.21% 3.97% 5	3.97% 5	S	5.66	%	7.30%	7.81%	7.45%	6.59%	5,05%	4.22%	4.13%	3.85%	3.85%	3.85%	3.85%
2.01% 1.95% 3.97% 5	2.01% 1.95% 3.97% 5	1.95% 3.97% 5	3.97% 5	ß	5.9	%6	%96.9	5.87%	5,14%	4.73%	4.34%	4.20%	4.20%	4.20%	4.20%	802.4	4.20%
3.85% 4.22% 2.35% 2	3.85% 4.22% 2.35% 2	4.22% 2.35% 2	2.35% 2	N	2	2%	3.87%	3.52%	3.17%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	3.03%	303%
4.74% 0.27% 0.84% 1	4.74% 0.27% 0.84% 1	0 27% 1 0 84% 1	0.84%	_	-	75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
# OCO F 21% 0 21% 0 21% 0 21%	4.74.70 0.24.70 0.04.70	0.457 m 1 0.0479															~

Table C-2 (cont.). Officers 1996 basic pay raise comparison (three-year transition)

1	1995 F	l pesodor	1995 Proposed Basic Pay Table	Table														
5.77.6 577.6 577.6 547.6 547.6 641.9 641.		⊽	7	%	ጞ	¥	%	ኇ	× 10	×12	<u>*</u>	× 16	>18	8	>25	>24	>26	>28
6376 6377 6478 6592 6596 6199 6999 7102 731 7424 7737 7864 61912 6299 6299 7397 7492 7492 7492 7492 7492 7492 7492 74	9-10	7199	78	7413	7413	7543	7673	7898	8028	8302	8432	8757	8901	9228	9359	948	9815	9946
577 577 5897 5894 6456 6567 700	ŝ	6376	6376	6545	6592	6705	6813	6869	7102	7311	7424	7737	7864	8122	8536	8350	9660	8774
4792 4792 5714 5714 5714 5715 5717 5430 5647 5760 5668 66210 6559 6671 6785 6999 3893 3847 3709 3813 4022 4151 5427 5427 5769 3813 4022 5816 5819 5896 5819 5896 5899 5899 5899 5899 5899 5899 589	ő	5773	5773	5937	5984	6092	6198	6456	6563	6773	68789	7082	7306	7509	7680	7787	7895	8005
353 3472 3776 3919 4032 4151 4770 4398 4578 4579 1592 5592 5593 5706 5904 1592 2404 2522 2816 3060 3819 3050 3519 3675 3928 3971 4115 4171 4217 4217 4217 4217 4217 4217 4217	67	4792	4792	5014	5014	5127	5317	5 23	5647	92/9	2968	6280	6558	6671	6785	6889	7013	7127
2568 2276 3261 3458 3576 3853 3813 3867 4152 4157 4175 4187 5010 5010 2135 2263 2489 2680 2881 2885 3284 3847 3489 3568 3566	နှ	3353	3472	3709	3913	4032	4151	4270	4388	4508	4674	5021	5292	5503	2706	2804	6063	6161
2404 2522 2816 3000 3119 3303 3513 3877 3828 3937 4115 4217 4217 4217 4217 4217 4217 4217 4217	95	2858	2976	3261	3458	3576	3692	3813	3967	4152	4357	4547	4732	4867	5010	5010	5010	5010
1940 2018 2186 2680 2881 2895 3203 3347 3489 3566 3561 3581	8	2404	2522	2816	900g	3119	3303	3513	3675	3828	3971	4115	4217	4217	4217	4217	4217	4217
1940 2018 2156 2378 2485 2581	ဝိ	2135	5269	2489	3680	2861	2882	3203	3347	3489	3566	3566	3566	3566	3566	3566	3566	3566
Proposed Basic Pay Table	<u>۲</u>	1940	80.0	2156	2378	2485	2581	2581	2581	2581	2581	2581	2581	2581	2581	2581	2581	2581
National Rasic Pay Table National Rasic Pay	2	1667	1721	1798	1976	1976	1976	1976	1976	1976	1976	1976	1976	1976	1976	1976	1976	1976
<1 >1 >2 >3 >4 ×6 >8 >10 >12 >16	1996 F	pesodar	Basic Pay	Table														
7474 7474 7676 7676 7676 7676 7676 7676 7676 7676 7676 7676 7676 7676 7676 7676 7676 6932 8932 6932 6933 9932 6932 6932 6933 9934 6932 6934 7112 6934 6149 6849 6736 6834 7152 7321 7321 750 9756 6934 7112 8932 4417 5134 550 6726 6834 6726 6378 6726 6934 7112 9932 7417 4833 4864 4673 4859 5045 5230 6279 6276 6378 6578 6934 7112 8932 7112 8932 4117 4933 4864 4673 4859 5045 5230 6514 6724 6824 6824 6824 6824 6824 6824 6824 6824 6824 6824 6824 6824 6824 6824 6		⊽	7	7,	ч	*	ኇ	જ	×10	×12	414	>16	>18	8	>25	>24	>56	>28
6619 6796 6796 6796 6796 6796 6796 6796 6796 6796 6796 6797 7807 7807 7867 7867 7867 7867 7867 7867 8868 6858 6858 6858 6858 6859 6726 6776 6776 7878 7758 7759 7767 7768 7777 7878 7879 8779 8771 8779 <th< td=""><td>٥ 5</td><td>7474</td><td>7474</td><td>7676</td><td>9/9/</td><td>7879</td><td>8087</td><td>8285</td><td>8487</td><td>8690</td><td>8833</td><td>9606</td><td>9319</td><td>9523</td><td>9728</td><td>9932</td><td>10135</td><td>10340</td></th<>	٥ 5	7474	7474	7676	9/9/	7879	8087	8285	8487	8690	8833	9606	9319	9523	9728	9932	10135	10340
5991 6158 6158 6324 6490 6656 6822 6989 7155 7321 7508 7676 7693 8011 4971 4971 5147 5324 5500 5677 5853 6029 6206 6382 6579 7756 6934 7112 3375 3561 3746 3962 4117 4303 4489 4673 6769 6579 6779 6769 6779 6789 7112 2500 2865 2870 3056 3241 3498 4025 4156 4290 4391 4391 4391 4391 2170 2377 2585 2792 2926 3061 3573 3691 3671	6 0	649	6619	96/9	9629	6972	7150	7326	7503	7680	7857	8033	8231	8408	8587	8765	8943	9121
4971 4971 5147 5147 5147 5324 5500 5677 5853 6029 6206 6382 6579 6756 6934 7112 5375 3561 3746 3932 4117 4933 4488 4673 4599 5045 5290 5519 5799 5942 6096 5994 5112 5250 5519 3746 3932 4117 4303 4488 4677 4559 5790 5519 5799 5942 6099 5942 5096 5250 5259 5790 5792 5065 3149 5792 4927 5063 5199 5992 5099 5943 5099 5942 5099 5	စီ	5991	5991	6158	6158	6324	6490	9656	6822	6869	7155	7321	7508	7676	7843	120	8178	8346
3375 3561 3746 3932 4117 4303 4488 4673 4859 5045 5230 5519 5789 5942 6036 2974 3159 3345 3530 3716 3900 4085 4269 4454 4639 4772 4927 5063 5199 5199 2500 2865 2897 2805 2792 2022 2022 2624 2624 2624 2624 2624 262	67	4971	4971	5147	5147	5324	2200	2671	5853	6029	9029	6382	6229	6756	6934	7112	7289	7467
2974 3159 3345 3530 3716 3900 4088 4269 4454 4638 4772 4927 5063 5199 5199 2500 2865 2870 3056 3241 3498 3753 3888 4022 4156 4290 4391 4391 4391 4391 2510 2377 22582 2892 3061 3329 3463 2624 2624 2624 2624 2624 2624 2624	90	3375	3561	3746	3932	4117	4303	4488	4673	4859	5045	5230	5519	5789	394 2	9609	625	200
2500 2665 2870 3056 3241 3498 3753 3868 4022 4156 4290 4391 4391 4391 4391 4391 2510 2170 2377 2565 2792 2926 3061 3329 3463 3597 3671 3671 3671 3671 3671 3671 3671 367	<u>0</u>	2974	3159	3345	3530	3716	3900	4085	4269	4 54	4638	4772	4927	5063	5198	5198	5198	5198
2170 2377 2585 2792 2926 3061 3329 3463 3597 3671 3671 3671 3671 3671 3671 3671 2671 2013 2136 2258 2390 2502 2624 2624 2624 2624 2624 2624 2624 26	9	58 58	2685	2870	3056	3241	3498	3753	3888	4022	4156	4590	4391	4391	4391	4391	4391	4391
2013 2136 (2256 2390 2502 2624 2624 2624 2624 2624 2624 2624 26	8	2170	2377	2585	2792	2926	3061	3329	3463	3597	3671	3671	3671	3671	3671	3671	3671	3671
1721 1806 1892 1977 <th< td=""><td><u>2</u></td><td>2013</td><td>2136</td><td>2258</td><td>2380</td><td>2502</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td><td>2624</td></th<>	<u>2</u>	2013	2136	2258	2380	2502	2624	2624	2624	2624	2624	2624	2624	2624	2624	2624	2624	2624
c Pay Table: cell-by-cell comparison (compare to a 4.0 percent raise) c) 3.83% 3.83% 3.85% 3.55% 4.46% 5.33% 4.89% 5.72% 4.68% 5.47% 3.87% 4.69% 3.20% 3.94% 4.66% 3.81% 3.81% 3.81% 3.81% 3.81% 3.83% 3.55% 4.46% 5.33% 4.89% 5.72% 4.68% 5.47% 3.83% 4.66% 3.20% 3.94% 4.65% 3.84% 3.44% 4.54% 3.64% 5.04% 5.83% 4.16% 4.25% 4.13% 4.03% 3.75% 3.75% 3.75% 3.75% 4.16% 5.95% 5.11% 3.90% 5.56% 7.13% 7.81% 7.86% 6.45% 4.26% 4.19% 4.11% 4.11% 4.11% 4.11% 4.11% 4.11% 4.11% 4.11% 4.12% 5.81% 3.82% 4.83% 5.81% 3.45% 1.65	<u>6</u>	1721	1906	1892	1977	1977	1977	1977	1977	1977	1977	1977	1977	1977	1977	1977	1977	1977
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 3.83% 3.83% 3.55% 4.46% 5.33% 4.89% 5.72% 4.68% 5.47% 3.87% 4.69% 3.20% 3.94% 4.66% 3.81% 3.83% 3.05% 3.99% 4.85% 4.83% 5.64% 5.04% 5.83% 3.83% 4.66% 3.20% 3.94% 4.66% 3.78% 3.78% 3.09% 4.85% 4.85% 5.64% 5.04% 5.83% 2.76% 2.22% 2.76% 2.22% 2.76% 2.76% 2.76% 2.22% 2.13% 3.98% 3.64% 4.67% 3.98% 1.62% 0.32% 1.57% 2.13% 2.13% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.13% 4.15% 4.15% 4.15% 4.15% 4.15% 4.11% 4.11% 4.	Basic	ay Table	cell-by-ce	II compari	son (comp	are to a 4	0 percent	raise)										
3.83% 3.55% 4.46% 5.33% 4.89% 5.72% 4.68% 5.47% 3.87% 4.69% 3.20% 3.94% 4.66% 5.64% 5.04% 5.04% 5.64% 5.04% 5.04% 5.04% 5.04% 5.04% 5.04% 5.04% 5.04% 2.83% 4.65% 3.20% 3.94% 4.66% 3.96% 4.01% 3.83% 4.66% 3.52% 4.25% 4.97% 3.98% 2.76% 2.22% 2.13% 2.87% 3.98% 3.66% 3.96% 3.19% 4.01% 3.38% 2.76% 2.22% 2.13% 2.87% 3.98% 3.68% 3.98% 3.69% 3.64% 4.67% 3.98% 1.62% 0.32% 1.27% 2.13% 2.13% 2.14% 4.67% 3.98% 4.66% 4.59% 4.66% 4.59% 4.15% 4.15% 5.04% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% 3.08% <th< td=""><td></td><td>⊽</td><td>7</td><td>%</td><td>ሜ</td><td>Ţ</td><td>ኇ</td><td>ኇ</td><td>6</td><td>>12</td><td>41<</td><td>>16</td><td>×18</td><td>8</td><td>>22</td><td>>24</td><td>>26</td><td>>28</td></th<>		⊽	7	%	ሜ	Ţ	ኇ	ኇ	6	>12	41 <	>16	×18	8	>22	>24	>26	>28
3.81% 3.81% 3.81% 3.83% 3.09% 3.99% 4.85% 4.83% 5.64% 5.04% 5.83% 3.83% 4.66% 3.52% 4.25% 4.97% 3.78% 3.78% 3.78% 3.71% 2.89% 3.82% 4.71% 3.10% 3.96% 3.19% 4.01% 3.38% 2.76% 2.22% 2.13% 2.87% 3.74% 2.76% 2.66% 2.66% 3.84% 4.54% 3.64% 4.67% 3.98% 1.62% 0.32% 1.27% 2.13% 2.87% 0.66% 2.56% 2.11% 3.44% 4.54% 7.80% 7.80% 7.83% 4.16% 4.29% 5.19% 4.15% 5.04% 4.08% 2.56% 7.13% 7.61% 7.26% 6.45% 4.29% 4.10% 4.11% </td <td>0. 51</td> <td>3.83%</td> <td>3.83%</td> <td>3.55%</td> <td>3.55%</td> <td>4.46%</td> <td>5.33%</td> <td>4.89%</td> <td>5.72%</td> <td>4 68%</td> <td>5.47%</td> <td>3.87%</td> <td>4.69%</td> <td>3.20%</td> <td>3.94%</td> <td>4.66%</td> <td>3.26%</td> <td>3.95%</td>	0. 51	3.83%	3.83%	3.55%	3.55%	4.46%	5.33%	4.89%	5.72%	4 68%	5.47%	3.87%	4.69%	3.20%	3.94%	4.66%	3.26%	3.95%
3.78% 3.78% 3.71% 2.89% 3.96% 3.19% 4.01% 3.38% 2.76% 2.22% 2.13% 2.87% 3.87% 3.88% 3.10% 3.96% 3.19% 4.01% 3.38% 2.76% 2.22% 2.13% 2.87% 3.08% 3.75% 4.13% 4.13% 4.13% 4.13% 4.11% <td< td=""><td><u>ရ</u></td><td>3.81%</td><td>3.81%</td><td>3.83%</td><td>3.09%</td><td>3.98%</td><td>4.85%</td><td>4.83%</td><td>5.64%</td><td>5.04%</td><td>5.83%</td><td>3.83%</td><td>4.66%</td><td>3.52%</td><td>4.25%</td><td>4.97%</td><td>3.27%</td><td>3.95%</td></td<>	<u>ရ</u>	3.81%	3.81%	3.83%	3.09%	3.98%	4.85%	4.83%	5.64%	5.04%	5.83%	3.83%	4.66%	3.52%	4.25%	4.97%	3.27%	3.95%
3.74% 3.74% 2.66% 2.66% 3.84% 4.54% 4.54% 3.64% 4.67% 3.99% 1.62% 0.32% 1.27% 2.19% 3.09% 3.09% 3.06% 0.66% 2.56% 1.02% 0.48% 2.11% 3.96% 5.11% 6.49% 7.80% 7.93% 4.16% 4.29% 5.19% 4.15% 5.04% 3.75%	80	3.78%	3.78%	3.71%	2.89%	3.82%	4.71%	3.10%	3.96%	3.19%	4.01%	3.38%	2.76%	2.22%	2.13%	2.87%	3.59%	4.39%
0.66% 2.56% 1.02% 0.48% 2.11% 3.66% 5.11% 6.49% 7.80% 4.16% 4.16% 4.13% 4.03% 3.15% 3.75% 4.11% <td< td=""><td>67</td><td>3.74%</td><td>3.74%</td><td>2.66%</td><td>5.66%</td><td>3.84%</td><td>3.44%</td><td>8.54%</td><td>3.64%</td><td>4.67%</td><td>3.98%</td><td>1.62%</td><td>0.35%</td><td>1.27%</td><td>2.19%</td><td>3.08%</td><td>3.94%</td><td>4.76%</td></td<>	67	3.74%	3.74%	2.66%	5.66%	3.84%	3.44%	8.54%	3.64%	4.67%	3.98%	1.62%	0.35%	1.27%	2.19%	3.08%	3.94%	4.76%
4.08% 6.15% 2.58% 2.11% 3.90% 5.56% 7.13% 7.61% 7.26% 6.45% 4.96% 4.13% 4.03% 3.75% 3.75% 3.75% 3.99% 6.43% 1.93% 1.85% 3.90% 5.89% 6.83% 5.79% 5.07% 4.66% 4.26% 4.11%	90	0.66%	2.56%	1.02%	0.48%	2.11%	3.66%	5.11%	6.49%	7.80%	7.93%	4.16%	4.29%	5.19%	4.15%	5.04%	3.09%	3.83%
3.99% 6.43% 1.93% 1.85% 3.90% 5.89% 6.83% 5.79% 4.66% 4.26% 4.11% 4.11% 4.11% 4.11% 4.11% 4.11% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.31% 4.32% 2.95%	9-5	4.08%	6.15%	2.58%	2.11%	3.90%	5.56%	7.13%	7.61%	7.26%	6.45%	4.96%	4.13%	4.03%	3.75%	3.75%	3.75%	3.75%
1.60% 4.79% 3.82% 4.18% 2.29% 3.91% 3.45% 3.10% 2.95% <t< td=""><td>3</td><td>3.99%</td><td>6.43%</td><td>1.93%</td><td>1.85%</td><td>3.90%</td><td>5.89%</td><td>6.83%</td><td>5.70%</td><td>5.07%</td><td>4.66%</td><td>4.26%</td><td>4.11%</td><td>4.11%</td><td>4.11%</td><td>4.11%</td><td>4.11%</td><td>4.11%</td></t<>	3	3.99%	6.43%	1.93%	1.85%	3.90%	5.89%	6.83%	5.70%	5.07%	4.66%	4.26%	4.11%	4.11%	4.11%	4.11%	4.11%	4.11%
3.79% 5.81% 4.72% 0.08% 0.69% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 1.65% 0.05%	ဗ	1.60%	4.79%	3.82%	4.18%	2.29%	220%	3.91%	3.45%	3.10%	2.95%	2.95%	2.95%	2.96%	5.95%	2.95%	2.95%	2.95%
1 3,24% 4,83% 5,21% 0.05% 0.05% 0.05% 0.05% 0.05% 0.05% 0.05% 0.05% 0.05% 0.05% 0.05% 0.05% 0.05%	- - - -	3.79%	5.81%	4.72%	%80.0	%69.0	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%	1.65%
	5	3.24%	4.83%	5.21%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%

Table C-3. Prior-service and warrant officers 1994 basic pay raise comparison (three-year transition)

1 2 0 0 0 0 0 2438 2496 3119 3129 3403 3400	1983 C.	1993 Current Basic Pay Table	ic Pay Tat	ş														
0 0 0 0 0 0 2438 2489 2567 2701 2804 2881 2881 2881 2881 2881 2881 2881 288		7	7	%	ሜ	*	ኇ	જ	× 10	>12	414	>16	× 18	×20	>22	>24	>56	>28
0 0 0 0 0 0 1963 2488 2567 2701 2804 2881 2881 2881 2881 2881 2881 2881 288	OE-3	0	0	0	0	2726	2826	2959	3119	3273	3403	3403	3403	3403	3403	34	3403	3403
0 0 0 0 0 0 1963 2097 2174 2253 2331 2438 2438 2438 2438 2438 2438 2438 2438	OE-2	0	0	0	0	2438	2488	2567	2701	2804	2881	2881	2881	2881	2881	2881	2881	2881
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0E-1	٥	0	0	0	2 83	2097	2174	2253	2331	2438	2438	2438	2438	2438	2438	2438	2438
1906 1908 2553 2253 2256 2409 2516 2571 2409 2486 2567 2644 2726 2832 2325 2335	3	c	c	c	c	c	c	c	c	c	c	c	c	7030	9730	9730	0808	0000
1500 2700 2700 2700 2700 2710 2711		9	, 6	, ;	, ,) i	, 8	,	, ;	> 3	> 0	,	> ;	3 3	2000	2 6	6060	5000
1909 1909 2070 2070 2070 2014 2277 2409 2488 2567 2644 2756 2832 2335 2337 2277	7 <u>≯</u>	2100	2100	2253	2223	2305	2409	2516	2621	2804	2935	3038	3119	3220	3327	3327	3587	3587
1932 1932 1937 1937 1940 1961 1963 2070 2149 2228 2365 2366 2464 2541 2644	¥-3	1909	1905 605	2070	2070	2097	2121	2277	2409	2488	2567	26	2726	2832	2935	2835	3038 3038	3038
1393 1393 1597 1597 1730 1808 1886 1963 2044 2121 2201 2277	W-2	1672	1672	1808	1808	1861	1963	2070	2149	2228	2305	2386	2464	2541	2644	2644	2644	2644
Proposed Basic Pay Table 1 2 2 3 34 56 36 4 56 58 510 512 514 516 518 520 522 524 0 0 0 0 2464 2537 2629 2760 2870 2960 2960 2960 2960 2960 2960 0 0 0 0 0 2464 2537 2629 2760 2870 2960 2960 2960 2960 2960 2960 0 0 0 0 0 2464 2537 2629 2760 2870 2960 2960 2960 2960 2960 2960 0 0 0 0 0 0 2464 2537 2629 2760 2870 2960 2960 2960 2960 2490 2490 1944 1967 2102 2125 2165 2216 2836 2491 3041 3150 3251 3959 3978 3921 1944 1967 2102 2125 2165 2216 2836 2491 2641 3150 3251 3959 3978 3931 1954 1967 2102 2125 2165 2216 2836 2494 2573 2662 2749 2846 2854 3969 3994 1705 1727 1845 1867 1927 2027 2132 2236 2491 2643 2841 2653 2749 2846 2854 3969 3994 1705 1727 1845 1845 1845 1845 1857 2027 2132 2238 2471 2563 2847 2749 2779 1944 NA NA NA NA NA NA L3542 2498 4148 3698 3238 2177 2200 2283 2371 2371 2371 2371 1954 501% 360% 461% 480% 482% 482% 249% 360% 360% 360% 424% 548% 397% 432% 432% 432% 548% 1187% 307% 1152% 2162 299% 311% 340% 360% 360% 360% 424% 513% 513% 323% 2107 3277 320% 360% 360% 360% 360% 360% 360% 360% 36	<u>×</u> -1	1393	1393	1597	1597	1730	1808	1886	1963	2044	2121	2201	2277	2277	2277	227	2277	2277
NA NA NA NA NA NA NA NA			ć	1														
Section Sect	\$ \$ \$ \$ \$	oposed by	asic Pay	able														
0 0 0 0 0 0 2464 2537 2629 3760 2870 2960 2960 2960 2960 2960 2960 2960 296		⊽	7	%	ሜ	¥	%	%	<u>۲</u>	>12	×14	×16	×18	8	>22	>24	>56	>28
0 0 0 0 0 2464 2537 2629 2760 2870 2960 2960 2960 2960 2960 2960 2960 296	OE-3	0	0	0	0	2795	2927	3081	3234	3382	3514	3556	3604	3 804	3604	3604	3604	3604
0 0 0 0 1972 2103 2195 2287 2379 2490	OE-2	0	0	0	0	2464	2537	2629	2760	2870	3	998X	2960	2960	962 2362	2 962	96X	2962
0 0 0 0 0 0 0 3739 3978 3921 2915 2525 2637 2748 2913 3041 3150 3251 3359 3472 3510 1944 1967 2102 2125 2165 2216 2358 2484 2573 2662 2749 2866 2954 3060 3094 1967 2102 2125 2165 2216 2358 2484 2573 2662 2749 2866 2954 3060 3094 1705 1727 1845 1867 1927 2027 2132 2217 2302 2385 2471 2563 2647 2779 2779 1845 1867 1927 2027 2132 2217 2302 2385 2471 2563 2647 2779 2779 1845 1619 1642 1757 1869 1951 2033 2117 2200 2283 2371 2371 2371 2371 2371 2371 2371 237	0E-1	0	0	0	0	1972	2103	2195	2287	2379	2490	2490	2490	2490	2490	2490	2490	2490
2183 2205 2334 2357 2415 2525 2637 2748 2913 3041 3150 95 3472 3510 3534 3610 1944 1967 2102 2125 2165 2216 2358 2484 2573 2662 2749 2846 2954 3060 3094 1705 1725 1865 1957 2027 2132 2137 2130 2130 2136 2471 2563 2647 2749 2779 1432 1455 1619 1642 1757 1869 1951 2033 2117 2200 2283 2371 2371 2371 2371 2371 2371 2371 237	4	ć	•	•	ć	ć	•	ć	•	ć	¢	(¢	9	9	Š	,	
2183 2205 2334 2357 2415 2525 2637 2748 2913 3041 3150 3251 3359 3472 3510 1944 1967 2102 2125 2165 2216 2358 2484 2573 2662 2749 2846 2954 3060 3094 1705 1727 1845 1867 1927 2027 2132 2217 2302 2385 2471 2563 2647 2749 2778 1432 1455 1619 1642 1757 1869 1951 2033 2117 2200 2283 2371 2371 2371 2371 2371 2371 2371 237	2	>	>	>	>	>	>	>	>	>	>	>	>	5/33	8	1765	7014	08
1944 1967 2102 2125 2165 2216 2358 2484 2573 2662 2749 2846 2954 3060 3084 1705 1727 1845 1867 1927 2027 2132 2217 2302 2385 2471 2563 2647 2749 2779 1432 1455 1619 1642 1757 1869 1951 2033 2117 2200 2283 2371 2371 2371 2371 2371 2371 2371 237	*	2183	2205	2334	2357	2415	2525	2637	2748	2913	3041	3150	3251	3329	3472	3510	3728	3767
1705 1727 1845 1867 1927 2027 2132 2217 2302 2385 2471 2563 2647 2779 2779 1432 1455 1619 1642 1757 1869 1951 2033 2117 2200 2283 2371 2371 2371 2371 2371 2371 2371 237	¥.3	1944	1967	2102	2125	2165	2216	2358	2484	2573	5 992	2749	2846	2354	3060	8 8	3200	3234
Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise) **A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/	M-2	1705	1727	1845	1867	1927	2027	2132	2217	2302	2385	2471	2563	2647	2749	2773	27.73	2779
Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise) >10 >12 >14 >16 >18 >20 >22 >24 NA N/A	<u>×</u>	1432	1455	1619	1642	1757	1869	1951	2033	2117	2200	2283	2371	2371	2371	2371	2371	2371
Pay Table: cell-by-cell comparison (compare to a 4.3 percent raise) <1	==																	
<1 >1 >2 >3 >4 >6 >8 >10 >12 >14 >16 >18 >20 >22 >24 N/A N/A N/A N/A N/A N/A 1.06% 2.49% 4.14% 3.68% 3.34% 5.69% 5.89% 5.17% 2.17%<	Basic P.	ay Table: (Sell-by-cell	comparisc	м (сотра	re to a 4.3		use)										
N/A N/A <td></td> <td>Ÿ</td> <td>7</td> <td>7</td> <td>ሜ</td> <td>7</td> <td>ኇ</td> <td>ሟ</td> <td><mark>ر</mark> م</td> <td>>12</td> <td>>14</td> <td>>16</td> <td>×18</td> <td>×20</td> <td>>25</td> <td>>24</td> <td>% *\$</td> <td>>28</td>		Ÿ	7	7	ሜ	7	ኇ	ሟ	<mark>ر</mark> م	>12	>14	>16	×18	×20	>25	>24	% *\$	>28
N/A N/A <td>OE-3</td> <td>N/A</td> <td>K/A</td> <td>N/A</td> <td>Ϋ́</td> <td>2.54%</td> <td>2.49%</td> <td>4.14%</td> <td>3.68%</td> <td>3.34%</td> <td>3.26%</td> <td>4.48%</td> <td>5.89%</td> <td>5.89%</td> <td>5.89%</td> <td>5.89%</td> <td>5.89%</td> <td>5.89%</td>	OE-3	N/A	K/A	N/A	Ϋ́	2.54%	2.49%	4.14%	3.68%	3.34%	3.26%	4.48%	5.89%	5.89%	5.89%	5.89%	5.89%	5.89%
N/A	0E-2	¥	∀	A/A	W/N	1.08%	1.95%	2.42%	2.18%	2.32%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%
N/A	0E-1	ΑX	K	N/A	N/A	0.49%	0.29%	0.94%	1.50%	2.03%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%	2.17%
3.94% 5.01% 3.60% 4.61% 4.80% 4.82% 4.84% 3.87% 3.63% 3.71% 4.24% 4.33% 4.35% 5.49% 1.87% 3.07% 1.52% 2.62% 3.26% 4.48% 3.57% 3.11% 3.40% 3.68% 3.97% 4.42% 4.32% 4.27% 5.44% 1.97% 3.32% 2.01% 3.25% 3.51% 3.29% 2.99% 3.16% 3.31% 3.50% 3.60% 4.02% 4.16% 3.98% 5.13%	W-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	∀ X	A/A	4.34%	4.24%	5.41%	4.09%	5.18%
1.87% 3.07% 1.52% 2.62% 3.26% 4.48% 3.57% 3.11% 3.40% 3.68% 3.97% 4.42% 4.32% 4.27% 5.44% 1.97% 3.32% 2.01% 3.25% 3.51% 3.29% 2.99% 3.16% 3.31% 3.50% 3.60% 4.02% 4.16% 3.98% 5.13%	¥ 4	3.94%	5.01%	3.60%	4.61%	4.80%	4.82%	4.82%	4.84%	3.87%	3.63%	3.71%	4.24%	4.33%	4.35%	5.49%	3.96%	5.02%
1.97% 3.32% 2.01% 3.25% 3.51% 3.29% 2.99% 3.16% 3.31% 3.50% 3.60% 4.02% 4.16% 3.98% 5.13%	W-3	1.87%	3.07%	1.52%	2.62%	3.26%	4.48%	3.57%	3.11%	3.40%	3.68%	3.97%	4.42%	4.32%	4.27%	5.44%	5.35%	6.48%
	W-2	1.97%	3.35%	2.01%	3.25%	3.51%	3.29%	2.99%	3.16%	3.31%	3.50%	3.60%	4.02%	4.16%	3.98%	5.13%	5.13%	5.13%
2.84% 4.45% 1.41% 2.84% 1.58% 3.35% 3.45% 3.56% 3.60% 3.69% 3.74% 4.12% 4.12% 4.12% 4.12%	<u>-</u>	2.84%	4.46%	1.41%	2.84%	1.58%	3.35%	3.45%	3.56%	3.60%	3.69%	3.74%	4.12%	4.12%	4.12%	4 12%	4.12%	4.12%

Table C-3 (cont.). Prior-service and warrant officers 1995 basic pay raise comparison (three-year transition)

1994 Pro	posed Ba	1994 Proposed Basic Pay Table	eşq														
	. V	7	%	ч	¥	ጵ	ሟ	5	>12	>14	>16	>18	×20	>22	>24	% %	8× 8×
OF-3	; 0	(0	· 0	0	2785	2927	3081	3234	3382	3514	3556	3604	3604	3604	360 <u>4</u>	3604	3 60
0 H 0 C	· c		0	0	2464	2537	2629	2760	2870	2960	2960	2960	2860	23 23 23 23	3 860	960 80	98 80
0E-1	0	0	0	0	1972	2103	2195	2287	2379	2490	2490	2490	2490	2490	2490	2490	2480
4	c	c	c	c	c	c	c	c	c	0	0	0	3739	3878	3921	4152	4196
0- M	200	2000	2337	2357	2415	25.25	2637	2748	2913	3041	3150	3251	3359	3472	3510	3728	3767
† °	2 7	1067	202	2125	21.65	2216	2358	2484	2573	2662	2749	2846	2954	9060	3094	3200	3234
2 3	, t	1727	1845	1867	1927	2027	2132	2217	2302	2385	2471	2563	2647	2749	2779	27.79	2773
X - X	1432	1455	1619	1642	1757	1869	1951	2033	2117	2200	2283	2371	2371	2371	2371	2371	2371

1995 Pr	sposed Ba	1995 Proposed Basic Pay Table	ip le														
	7	7	7	প্ন	*	%	ሟ	5	×12	×14	>16	×18	×20	×55	>24	×26	
OE-3	0	0	0	0	2861	2995	3203	3347	3489	3623	3709	3808	3808	808 808	3808	808 808	808
0E-2	0	0	0	0	2485	2581	2688	2814	2930	3036	3036	3036	3036	3036	3036	303e	903e
<u>0</u> 6-1	0	0	0	0	1976	2103	2210	2316	2422	2540	2540	2540	2540	2540	2540	2540	2540
!	,	•	,	(•	•	•	c	ć	<	c	c	38045	4035	4125	4313	75
W-5	0	9	>	>	5	5	5	٠ د	>	ָׁ כ	2	>			0000	0000	
× ×	5566	2312	2414	2462	2528	2643	2760	2877	3021	3146	3262	3383	36 36	2	8	P 1	9 3
¥-3	1977	2024	2129	2177	2233	2312	2439	2558	2656	2755	2853	2967	3071	3185	3256	3365	8
W-2	1735	1782	1878	1925	1991	2080	2192	2283	2374	2465	2557	2661	2753	2853	2916	29. 16.	28.0
×-1	1471	1518	1639	1686	1781	1929	2016	2102	2190	2277	2364	2464	2464	2464	2464	2464	2464
Basic Pa	y Table: (Basic Pay Table: cell-by-cell comparison (compare to a	compariso	n (compa	re to a 4.1	percent raise)											
	⊽	7	%	ሜ	¥	ኇ			×12	<u>*</u>	>16	×18	×20	>22	>24	×56	×28
OE-3	A/N	Ϋ́	X X	N/A	2.35%	2.31%			3.17%	3.08%	4.30%	5.68%	5.68%	5.68%	5.68%	2.68%	2.68%
0E-2	X	N/A	ΑX	××	0.84%	1.75%	L_		2.12%	2.56%	2.56%	2.56%	5.56%	2.56%	5.56%	5.56%	5.56% 2.56%
OE-1	N/A	N/A	N/A	AN AN	0.21%	-0.01%	0.68%	1.29%	1.83%	1.98%	1.98%	1.98%	1.98%	1.98%	1.98%	- 88 %	1.98%
4	V/W	Ø/N	Ø/N	4/2	A/M	N/A	A/N	δ/X	A/A	A/N	¥ Ž	A/A	4.16%	4.05%	5.21%	3.89%	4.98%
	700	70 PE 07	3.44%	4 46%	4 65%	4 67%	4 66%	4 68%	3 71%	3.46%	3.54%	4 .06%	4.15%	4.16%	5.29%	3.77%	4.83%
7 6	1 500%	8 8 6		2.44%	128	4 33%	3.42%	2.95%	3.24%	3.52%	3.81%	4.25%	4.15%	%60.4	5.24%	5.15%	6.24%
3	3 8	2 48%	_	3 10%	3.36%	3 12%	2.81%	3,00%	3.15%	3.35%	3.45%	3.84%	3.99%	3.80%	4.93%	4.93%	4.93%
× ×	8 62 6	33%	200.7	2.69%	1.37%	3.19%	3.31%	3.42%	3.44%	3.53%	3.57%	3.95%	3.95%	3.95%	3.95%	3.95%	3.95%
			T		1												

Table C-3 (cont.). Prior-service and warrant officers 1996 basic pay raise comparison (three-year comparison)

	sed Bas	1995 Proposed Basic Pay Table	e q														
	⊽	7	7	ሜ	7	ኇ	ሟ	×10	×12	<u>*</u> 1*	× 16	×18	82	>25	>24	>26	>28
	0	0	0	0	2861	5862	3203	3347	3489	3623	3709	3808	3808	3808	3808	3808	3808
OE-2	0	0	0	0	2485	2581	2688	2814	2830	3036	3036	3036	3036	3036	3036	9036	3036
	0	0	0	0	1976	2103	2210	2316	2422	2540	2540	2540	2540	2540	2540	2540	2540
	0	0	0	0	0	0	0	0	0	0	0	0	3895	4035	4125	4313	2 20 20
	2266	2312	2414	2462	2528	2643	2760	2877	3021	3146	3262	3383	3499	3617	9696	3869	3948
	977	2024	2129	2177	2233	2312	2439	2558	5656	2755	2853	2967	2077	3185	3256	3365	3436
W-2	1735	1782	1878	1925	1991	2080	2192	2283	2374	2465	2557	2661	2753	2853	2916	2916	2916
	471	1518	1639	1686	1781	1929	2016	2102	2190	2277	2364	2464	2464	2464	2464	2464	2464
1996 Proposed Basic Pay Table	sed Bas	ic Pay Ta	g q														
	V	<u> </u>	25	ч	7	ሄ	8%	×10	×12	<u>*</u>	>16	× 18	8,	>25	>24	>56	>28
	0	0	0	0	2926	3061	3329	3463	3597	3732	3866	4020	4020	4020	4020	4020	4020
0E-2	0	0	0	0	2502	2624	2746	2868	2880	3112	3112	3112	3112	3112	3112	3112	3112
0E-1	0	0	0	o	1977	2099	2221	2343	2465	2587	2587	2587	2587	2587	2587	2587	2587
	c	c	c	c	ć	c	c	c	c	c	c	c	4053	4105	4337	4470	7630
	, ;	> :) !	,	,) i	, ;	> 3	,	,	, ,) i	3	7	Š		3
	351	2424	2497	25/0	36.	5/69	7887	8000	3131	325	33/3	3518	9	3/8	88	5	2
W-3	2000	308 2	255	2229	2302	2411	2521	283	2741	2851	286 1	90	3202	3313	3424	3535	3646
	765	1838	1911	1985	8028	2155	2253	2351	2448	2546	2643	2761	88 80	2929	3058	3058	3058
	511	1584	1657	1731	1804	1990	2082	2174	2265	2357	2448	2560	5260	2560	2560	2560	5260
e of menuncy continued flow and flow solder and since	, ch4.	3		ecaeco, o	5 5 5	24 4000000	(oaica										
Dascray	2000	nor form			3 2 2		(Aca										
		7	7	ሜ	¥	ኇ	જ	5	>12	×14	×16	× 18	8	>55	>24	×56	82^
OE-3	¥	K/A	Ν	N/A	2.29%	2.20%	3.91%	3.45%	3.10%	3.01%	4.24%	5.57%	5.57%	5.57%	5.57%	5.57%	5.57%
	X X	Ϋ́	K/X	¥ X	%69.0	1.65%	2.15% F	1.90%	2.04%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%	2.48%
	A/A	K/A	K/A	¥ X	0.05%	-0.19%	0.52%	1.17%	1 76%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%
W-5 P	N/A	4 /2	A/A	Α X	X/X	A/A	X/A	N/A	A/A	Ą X	Ϋ́	N/A	4.07%	3.98%	5.13%	3.82%	4.89%
	3.75%	4.81%	3.40%	4.40%	4.58%	4.61%	4.62%	4.61%	3.64%	3.39%	3.48%	3.99%	4.06%	4.08%	5.20%	3.67%	4.71%
W-3 1.		2.86%	1.21%	2.40%	3.08%	4.28%	3.37%	2.87%	3.19%	3.46%	3.76%	4.17%	4 .06%	4.01%	5,15%	5.06%	6.10%
		3.13%	1.74%	3.09%	3.33%	3,10%	2.78%	2.94%	3.11%	3.27%	3.39%	3.77%	3.91%	3.71%	4.86%	4.86%	4.86%
W-1 2.	2.71%	4.37%	1.12%	2.63%	1.26%	3.19%	3.29%	3.40%	3.41%	3.48%	3.54%	3.88%	3.88%	3.88%	3.88%	3.88%	3.88%

Table C-4. Enlisted members 1994 RMC raise comparison (three-year transition)

_	_				-	100	*****										_		-	-				===		-							٠ź	 71
	×28	4279	3868	3519	2761	2385	1964	1692	1486	1349	0		>28	4456	4029	9996	2877	2508	2097	1832	1641	1511		>28	4, 16%	4.15%	4.20%	4.19%	5.18%	6.77%	8.22%	10.44%	12.02%	V/Α
	>56	4279	3868	3519	2761	2385	1964	1692	1486	1349	0		>26	4426	3994	3627	2877	2508	2097	1832	1641	1511		>26	3.44%	3.27%	3.09%	4.19%	5.18%	6.77%	8.22%	10.44%	12.02%	Α/A
	>24	600	3587	3239	2761	2385	1964	1692	1486	1349	0		>24	4202	3765	3393	2877	2508	2097	1832	1641	1511		>24	5.04%	4.96%	4.76%	4.19%	5.18%	6.77%	8.22%	10.44%	12.02%	N/A
	× 55	900	3587	3239	2761	2385	1964 4	1692	1486	1349	0		>25	4171	3731	3354	2877	2508	2097	1832	1641	1511		>25	4,28%	4.01%	3.55%	4.19%	5.18%	6.77%	8.22%	10.44%	12.02%	N/A
	Š Š	3857	3447	3097	2761	2385	1964	1692	1486	1349	0		8,	4044	3607	3235	2877	2508	2097	1832	1641	1511		×28	4.83%	4.65%	4.43%	4.19%	5.18%	6.77%	8.22%	10.44%	12.02%	N/A
:	×18	3805	3389	3070	2761	2385	1964	1692	1486	1349	0		>18	3981	3544	3198	2877	2508	2097	1832	1641	1511		× 8	4.62%	4.55%	4.15%	4.19%	5.18%	6.77%	8.25%	10.44%	12.02%	N/A
	3 16	3747	3337	3014	2734	2385	1964	1692	1486	1349	0		>16	3912	3481	3138	2846	2508	2097	1832	1641	1511		× 16	4.42%	4.31%	4.12%	4.12%	5.18%	6.77%	8.22%	10.44%	12.02%	N/A
	41 <	3688	3278	83 83	2677	2385	1964	1692	1486	1349	0		×14	3845	3416	3081	2794	2508	2097	1832	1641	1511		¥1×	4.26%	4.20%	4.15%	4.38%	5.18%	6.77%	8.22%	10.44%	12.02%	N/A
	×12	3631	3222	2873	88 88	2357	1964	1692	1486	1349	0		>12	3777	3351	300	2736	2481	2097	1832	1641	1511		>12	4.02%	3.99%	4.46%	4.31%	5.28%	6.77%	8.22%	10.44%	12.02%	N/A
	<mark>ر</mark>	3577	3167	2816	2540	2302	1964	1692	1486	1349	0		5	3713	3289	2943	2660	2434	2097	1832	16 <u>4</u>	1511		6,	3.81%	3.85%	4.50%	4.73%	5.73%	6.77	8.22%	10.44%	12.02%	N/A
	ሟ	0	3108	2760	2482	2246	1964	1692	1486	1349	0		ሟ	٥	3221	2883	2599	2375	2097	1832	1641	1511		ሟ	N/A	3.64%	4.48%	4.72%	5.72%	6.77%	8.22%	10.44%	12.02%	ΝA
	ዿ	0	0	2705	2428	2190	1962	1692	1486	1349	0		ኇ	0	0	2825	2541	2315	2097	1832	1641	1511	(es	%	A/A	Α/X	4.43%	4.67%	5.71%	6.77%	8.22%	10.44%	12.02%	N/A
	¥	0	0	2649	2373	2106	1916	1692	1486	1349	0		¥	0	0	2765	2482	2236	2043	1832	1641	1511	percent ra	¥	K/A	K/A	4.40%	4.60%	6.19%	6,62%	8.22%	10.44%	12.02%	N/A
	ኧ	0	0	2592	2314	2052	1829	1692	1486	1349	0		ል	0	0	2702	2417	2175	1958	1832	1641	1511	e to a 4.3	ሜ	A/A	A/A	4.22%	4.47%	2.96%	7.07%	8.22%	10.44%	12.02%	N/A
	%	0	0	2535	2258	1995	1766	1653	1486	1349	0		7,	0	0	2638	2354	2110	168	1780	1641	1511	лефт∞) г	%	N/A	K/A	4.04%	4.26%	5.78%	7.03%	7.69%	10.44%	12.02%	N/A
, Table	7	0	0	2421	2147	1899	1710	1600	1486	1349	0	WC Table	7	0	0	2535	2253	2020	1827	1719	164	1511	comparison (compare to a 4.3 percent	7	Ϋ́	A/A	4 67%	4.93%	6.34%	6.86 %	7.43%	10.44%	12.02%	N/A
1993 Current RMC Table	⊽	0	0	2421	2147	1899	1710	1600	1486	1349	1270	1994 Proposed RMC Tabl	⊽	0	0	2514	2232	996	1806	1699	1621	1511	cell-by-cell o	7	A/N	A/A	3.83%	3.96%	5.27%	5.65%	6.14%	3690 6	12.02%	18.99%
1993 Cu		6-9	E-8	E-7	9	E-5	<u>п</u>	<u>п</u>	E-2	щ	E-1 <4	1994 Pri		E-9	E-8	E-7	9 4	Ε -5	E-4	င္မ	E-2	μ	RMC. 08		6 . 9	ш	E-7	9	E-5	<u>m</u>	ဗ	E-2	<u>m</u>	E-1 <4

Table C-4 (cont.). Enlisted members 1995 RMC raise comparison (three-year transition)

E-9 0 0																
E-9 0 0	7	%	ч	7	ኇ	જ	510	>12	* 14	>16	>18	8,	×25	>24	×26	>28
E-8	0	0	0	0	0	0	3713	3777	3845	3912	3981	4044	4171	4202	4426	4456
	0	0	0	0	0	3221	3289	3351	3416	348	**	3607	3731	3765	3994	4029
•	2535	2638	2702	2765	2825	2883	2943	3001	3081	3138	3198	3235	3354	3393	3627	3666
••	2253	2354	2417	2482	2541	2599	999X	2736	27g	2846	2877	2877	2877	2877	2877	287
	2020	2110	2175	2236	2315	2375	2434	2481	2508	2508	2508	2508	2508	2508	2508	2508
	1827	1891	1958	8043	2097	2097	2097	2097	2097	2097	2097	2097	2097	2097	2097	2082
•	1719	1780	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832	1832
E-2 1621	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1641	1 64	1641
	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511	1511
pesodorii caa	Proposed HMC Lable	1 0														
⊽	7	۲,	፠	¥	ኇ	ሟ	۲ کار	>12	>14	≯ 16	>18	×20	>25	>24	>56	×28
E-9 0	0	0	0	0	0	0	3847	3921	4001	4077	4157	4231	4342	44 05	4570	4633
	0	0	0	0	0	3331	3408	3478	3552	3624	3697	3768	3874	3944	4117	4188
	2646	2737	2808	2878	2941	3003	3066	3126	3200	3258	3321	3370	3464	3546	3729	3811
	2351	2441	2511	2582	2645	2707	2771	2839	2905	2949	2983	2983	2983	2983	2983	2983
E-5 2074	2116	2201	2271	2341	2414	2477	2540	2579	5092	2605	2605	2605	2605	2605	2605	2605
	1907	1377	2020	2131	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191
	1783	1852	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916
	1686	1386	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686
	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539
RMC: cell-by-cel	cell-by-cell comparison (compare to a 4.	gu (comps	are to a 4.	1 percent r	aise)											
⊽	7	%	ሜ	¥	ሧ	જ	÷	>12	×14	>16	×18	×20	>25	>24	>26	×28
E-9 N/A	Α/X	∀	X	ΑX	Α/A	A/N	3.60%	3.81%	4.05%	4.22%	4.45%	4.65%	4.09%	4.85%	3.25%	397%
	ΑX	ΑX	A/A	Ν V	N/A	3.42%	3.62%	3.78%	3.99%	4.10%	4.34%	4.47%	3.83%	4.77%	3.06%	3.96%
E-7 3.54%	4.39%	3.75%	3.91%	4.08%	4.12%	4.16%	4.19%	4,16%	3.85%	3.82%	3.86%	4.17%	3.28%	4.50%	2.81%	3.94%
	4.35%	3.70%	3.88%	4.02%	4.09%	4.15%	4.17%	3.77%	3.85%	3.60%	3.67%	3.67%	3.67%	3.67%	3.67%	3.67%
E-5 3.72%	4.78%	4.28%	4.45%	4.69%	4.27%	4.32%	4.35%	3.94%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%	3.85%
	4.36%	4.58%	4.67%	4.31%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%	4.50%
	3.71%	4.06%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%	4.61%
ــــ	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%	2.72%
E-1 1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%

Table C-4 (cont.). Enlisted members 1996 RMC raise comparison (three-year transition)

NA NA NA NA NA NA NA NA	1985 2	1995 Proposed RMC Table	RMC Table															
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		⊽	7	<u>ک</u> ر ۲	7	*	ኇ	ሟ	ot <	>12	×14	>16	×18	×20	>22	>24	>26	×28
0 0 0 0 0 0 0 0 0 0 0 3331 3404 3478 3552 8564 85677 3768 3874 3844 3944 3502 2846 2847 2848 2847 2841 2841 2841 2842 2846 2845 2707 2771 2876 2846 2845 2845 2847 2846 2845 2841 2841 2841 2841 2841 2841 2841 2842 2846 2845 2846 2846 2846 2846 2846 2846 2846 2846	E-9	0	0	0	0	0	0	0	3847	3921	4001	4077	4157	4231	4342	4405	4570	4633
2546 2737 2808 2841 2341 2341 2341 2341 2342 3300 3258 3321 3370 3454 3540 2308 2308 2308 2308 2308 2308 2308 2308 2309 2308 2309 2309 2308 2309 2309 2308 2309 2309 2309 2309 2309 2309 2309 2309 2308 2309 2308 2309 2308 2309 2309 2308 2309 <t< td=""><td>Ф</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>3331</td><td>3408</td><td>3478</td><td>3552</td><td>3624</td><td>2697</td><td>3768</td><td>3874</td><td>3944</td><td>4117</td><td>4188</td></t<>	Ф	0	0	0	0	0	0	3331	3408	3478	3552	3624	2697	3768	3874	3944	4117	4188
2074 2116 2201 2271 2341 2411 2417 240 2777 2771 2839 2902 2903 2903 2903 2903 2903 2903 29	E-7	2603	2646	2737	2808	2878	2941	3003	9906	3126	3200	3258	3321	3370	3464	3546	3729	3811
2074 2116 2201 2201 2201 2201 2441 2444 2477 2540 2579 5065 2605 2605 2605 2605 2605 1564 1907 1877 20060 2181 2191 2191 2191 2191 2191 2191 2191	9	2308	2351	2441	2511	2582	2645	2707	277.1	2839	2803	2949	2983	2983	2983	2983	2983	2983
1864 1907 18377 20690 2131 2191	П Ĉ	2074	2116	2201	2271	2341	2414	2477	25.40	2579	2605	2605	2605	2605	2605	2605	2605	2605
1740 1783 1882 1895 1916	E.A	1864	1907	1877	2050	2131	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191	2191
1584 1586 1586 1686	щ S	1740	1783	1852	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916	1916
Figge 1539	E-2	1643	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686	1686
6 Proposed RIMC Table 6 Proposed RIMC Table 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	균	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539	1539
1 1 1 1 1 1 1 1 1 1	1996	Proposed F	3MC Table															
0 0 0 0 0 0 0 0 0 0 0 0 3483 4069 4161 4247 4339 4424 4517 4616 0 0 0 0 0 0 0 3443 3528 3609 4161 4247 4339 4424 4517 4616 0 0 0 0 0 0 0 0 3443 3528 3609 3609 3770 3855 3933 4019 4129 2289 2289 2289 2289 2289 2289 2289 2		⊽	<u> </u>	8	8	¥	ç	%	×10	×15	414	416	¥ 7	200	222	704	326	80%
0 0 0 0 0 0 0 0 0 0 3443 3528 3607 3692 3770 3855 3953 4019 4129 2894 2761 2839 2916 2994 3060 3127 3193 3254 3321 3391 3447 3508 3575 3702 2896 2422 2530 2607 2685 2751 2818 2885 2945 3012 3054 3090 3090 3090 2150 2217 2294 2371 2449 2516 2589 2289 2289 2289 2289 2289 2289 2289	Е-9	0	0	0	0	0	0	0	3983	4069	4161	4247	4339	4424	4517	4616	4715	4814
2894 2761 2839 2916 2924 3060 3127 3193 3254 3321 3347 3508 3575 3702 3702 2386 2452 2530 2607 2865 2751 2818 2865 2945 3012 3054 3090 3090 3090 3090 2150 2150 2221 2222 2289 2289 2289 2289 2289 2289	E 4	0	0	0	0	0	0	3443	3528	3607	3695	3770	3855	3933	4019	4129	4240	4351
2386 2452 2530 2607 2685 2751 2818 2885 2945 3012 3050 3090 3090 3090 3090 2017 2294 2371 2449 2516 2582 2649 2670 2704 2704 2704 2704 2704 2704 2704 27	E-7	2694	2761	2839	2916	2984	3060	3127	3193	3254	3321	3381	3447	3508	3575	3702	3831	3929
2150 2217 2294 2371 2448 2516 2582 2284 22704 2704	φ <u>Ш</u>	2386	2452	2530	2607	2685	2751	2818	2885	2945	3012	3054	3090	3080	3090	3090	3030	9080
1923 1990 2067 2145 2222 2289 2289 2289 2289 2289 2289 2289 2289 2289 2289 1730	E-5	2150	2217	2294	2371	2449	2516	2582	2649	2679	2704	2704	2704	2704	2704	2704	2704	2704
1781 1848 1926 2003 2003 2003 2003 2003 2003 2003 2003 2003 2003 2003 2003 2003 2003 2003 1730	<u>м</u>	1923	1990	2067	2145	2222	2289	2289	5289	5589	2289	2289	2289	2289	2289	2289	2289	2289
1567 1567 1567 1567 1567 1567 1567 1567	<u>п</u> .3	1781	25.0	1926	88	2003	2003	2003	2003 2003	2003	2003	2003	2003	2003	2003	2003	2003	8
C: cell-by-cell comparison (compare to a 4.1 percent raise) C: cell-by-cell comparison (comparison raise) C: cell-by-cell comparison raise (comparison raise) C: cell-by-cell c	E-2	1664	-173 82	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730	1730
C: cell-by-cell comparison (compare to a 4.1 percent raise) C: cell-by-cell comparison (comparison raise) C: cell-by-cell comparison (compariso	<u>~</u>	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567	1567
NA NA NA NA NA NA NA 3.5% 3.75% 3.99% 4.15% 4.37% 4.56% 4.03% 4.78% 4.78% 4.18% 3.74% 4.69% 3.50% 3.75% 3.99% 4.15% 4.37% 4.56% 4.03% 4.78% 4.69% 3.50% 4.36% 3.72% 3.95% 4.04% 4.27% 4.39% 3.74% 4.69% 3.50% 4.36% 3.52% 3.62% 3.	2	100		, c.	7 0 0	3 4000000	(
NA NA NA NA NA NA NA 3.53% 3.75% 3.99% 4.15% 4.37% 4.56% 4.03% 4.78% 3.54		100 for 100		Z (5 01 01	5	disol/											
N/A N/A N/A N/A N/A 3.53% 3.75% 3.99% 4.15% 4.37% 4.56% 4.03% 4.78% 3.78% 4.78% 4.57% 4.53% 4.77% 4.99% 4.15% 4.17% 4.03% 4.74% 4.69% 3.72% 3.92% 4.04% 4.12% 3.54% 3.72% 3.92% 4.04% 4.13% 4.14% 4.09% 3.77% 4.04% 4.10% 4.14% 4.09% 3.77% 3.60% 4.10% 3.17% 3.60% 3.57% 3.62% 3.73% 3.73% 3.73% 3.73% 3.73% 3.73% 3.73% 3.73% 3.73% <td>w 14</td> <td>7</td> <td>7</td> <td>%</td> <td>%</td> <td>¥</td> <td>ፉ</td> <td>ሟ</td> <td>웃</td> <td>×12</td> <td><u>*</u></td> <td>>16</td> <td>×18</td> <td>×20</td> <td>×22</td> <td>>24</td> <td>>56</td> <td>>28</td>	w 14	7	7	%	%	¥	ፉ	ሟ	웃	×12	<u>*</u>	>16	×18	×20	×22	>24	>56	>28
N/A N/A N/A N/A N/A N/A 3.36% 3.54% 3.72% 3.92% 4.04% 4.27% 4.39% 3.74% 4.69% 3.50% 4.36% 3.72% 3.86% 4.01% 4.04% 4.12% 4.14% 4.09% 3.78% 3.77% 3.80% 4.10% 3.21% 4.43% 3.36% 4.31% 3.62% 3.73%	р	∀ X	Y Z	K/A	¥	₹ Ž	Ϋ́	∀ X	3.53%	3.75%	3.99%	4.15%	4.37%	4.56%	4.83%	4.78%	3.17%	3.90%
3.50% 4.36% 3.72% 3.86% 4.01% 4.04% 4.12% 4.14% 4.09% 3.78% 3.77% 3.80% 4.10% 3.21% 4.43% 3.36% 4.31% 3.63% 3.83% 3.97% 4.02% 4.10% 4.12% 3.72% 3.80% 3.57% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.78% 1.78%	8 <u>1</u>	∢ Ž	ΥŽ	Ϋ́	¥X	Š	X X	3.36%	3.54%	3.72%	3.92%	4.04%	4.27%	4.39%	3.74%	4.69%	2.98%	3.88%
3.36% 4.31% 3.63% 3.83% 3.97% 4.02% 4.10% 4.12% 3.72% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.62% 3.69% 4.74% 4.25% 4.41% 4.61% 4.25% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 2.66% 2.86%	E-7	3.50%	4.36%	3.72%	3.86%	4.01%	4.04%	4.12%	4.14%	4.09%	3.78%	377%	3.80%	4.10%	3.21%	4.43%	2.72%	3.87%
3.69% 4.74% 4.25% 4.41% 4.61% 4.21% 4.28% 3.88% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.79% 3.8 3.19% 3.19% 3.79% 3.79% 3.79% 3.79% 3.8 3.18% 4.51% 4.53% 4.55% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 2.66	φ	3.36%	4.31%	3.63%	3.83%	3.97%	4.02%	4,10%	4.12%	3.72%	3.80%	3.57%	3.62%	3.62%	3.62%	3.62%	3.62%	3.62%
3.18% 4.37% 4.54% 4.63% 4.27% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.46% 4.56% 2.87% 3.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.88% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.78% 1.8% 1.8% 1.8% 1.8% 1.8% 1.8% 1.8% 1.	E-5	3.69%	4.74%	4.25%	4.41%	4.61%	4.21%	4.25%	4.28%	3.88%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%	3.79%
2.37% 3.66% 3.99% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 4.55% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.86%	<u>т</u>	3.18%	4.37%	4.54%	4.63%	4.27%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%	4.46%
1.27% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.66% 2.86%	ဗ	2.37%	3.66%	3.99%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%	4.55%
1 178% 1.78%	E-2	1.27%	2.66%	2.66%	2.66%	2.66%	2.66%	2.66%	5.66%	5.66%	5.66%	5.66%	5.66%	2.66%	2.66%	2.66%	2.66%	2.66%
	Ē.	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1.78%	1 78%	1.78%

Table C-5. Officers 1994 RMC raise comparison (three-year transition)

1993 C	1993 Current RMC Table	(C Table															
	⊽	7	%	%	7	%	ሟ	5	>12	41 <	>16	×18	8,	×25	>24	>26	×28
<u>수</u>	8589	8589	8823	8823	8823	8823	2087	2087	9483	9483	10023	10023	10565	10565	10565	11103	11103
ရှိ ဝ	7817	7817	7972	8101	8101	8101	8228	8228	8522	8522	9073	9073	9469	9469	9469	10009	10009
දී	7221	7221	7381	7512	7512	7512	7931	7931	8218	8218	8481	8768	9032	9209	9209	9209	6026
ن	6294	6294	6595	6595	6595	8089	8089	7095	7095	7357	7907	8324	8324	8324	8324	8324	8324
ğ	4960	4960	5284	5521	5521	5521	5521	5521	5521	5652	6282	6517	6623	6910	6910	7353	7353
95	4206	4206	4664	4878	4878	4878	4878	4978	5161	5402	2688	5924	9509	6212	6212	6212	6212
g	3512	3512	3885	4175	4175	4229	4358	4567	4751	4909	5068	5172	5172	5172	5172	5172	5172
గ్ర	3133	3133	3377	3536	3796	3928	4031	4191	4345	4426	44.26	4426	4426	4426	4426	4426	4426
7	2687	2687	2825	3248	3327	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377	3377
2	2274	2274	2336	2676	2676	5676	5676	5676	9292	5676	9292	5676	2676	5676	5676	5676	5676
1994 P.	j pesodo.	1994 Proposed RMC Table	_														
	⊽	7	%	ጞ	¥	ዏ	87	٠ <u>۲</u>	>12	>14	>16	×18	8,	>25	>24	×26	>28
<mark>수</mark>	8964	8964	9189	9189	9251	9314	9560	9622	1966	10023	10461	10530	10970	11033	11095	11533	11595
ဝိ	8159	8159	8321	1148	8465	8520	8683	8738	9268	9030	9468	6236	9829	99 51	6966	10400	10455
ő	7537	7537	7700	7790	7842	7893	8236	8287	8537	8288	8823	9080	9315	8490	9542	95.35	9645
6	6999	6999	6833	6833	8889	7090	7144	7396	7453	7689	8126	84.76	8531	8586	8641	8695	8750
ž	5086	5143	54.56	5648	5705	5762	5819	5876	5933	6081	6576	6829	9869	7233	7280	7636	7683
<u>0</u> -5	4 405	4462	4838	5044	5101	5158	5215	5341	5525	5749	2880	6201	6335	6486	6486	6486	2486
ğ	3678	3735	4128	4310	4368	48	4652	4839	\$005 8005	5159	5311	51.42	5415	5415	5415	\$415 5415	51.55
ဗိ	3236	3300	3533	3707	3631	4063	4217	4369	4518	4596	4596	4596	4596	4596	4596	4596	4596
0-5	2814	282	300	3317	34 to	3483	3483	3483	3483	3483	3483	3483	3483	3483	3483	3483	3483
2	2388	2414	2483	2746	2746	2746	2746	2746	2746	2746	2746	2746	2746	2746	2746	2746	2746
RMC; o	ell-by-cell	cell-by-cell comparison (compare to a 4.3 percent	edwoo) uc	ire to a 4.3	percent r	aise)											
	7	7	%	ጞ	¥	ሟ	જ	<u>د</u> 10	>12	>14	>16	× 18	8	>25	>24	×26	>28
	4.37%	4.37%	4.15%	4.15%	4.86%	5.57%	5.21%	5.89%	5.03%	2.69%	4.37%	2.06%	3.83%	4.43%	5.02%	3.87%	4.43%
	4.37%	4.37%	4.38%	3.83%	4.50%	5.17%	5.15%	5.81%	5.33%	2.97%	4.35%	5.03%	4.12%	4.70%	5.28%	3.90%	4.45%
	4.38%	4.38%	4.31%	3.71%	4.40%	5.07%	3.84%	4.48%	3.89%	4.51%	4.03%	3.56%	3.13%	3.05%	3.61%	4.18%	4.74%
	4.38%	4.38%	3.61%	3.61%	4.43%	4.14%	4.94%	4.27%	5.04%	4.51%	2.76%	1.84%	2.49%	3.15%	3.81%	4.47%	5.12%
	2.55%	3.70%	2.68%	2.29%	3.33%	4.36%	5.40%	6.43%	7.46%	7.60%	4.69%	4.79%	5.48%	4.68%	5.36%	3.85%	4.40%
	4.74%	% 6 0.9	3.72%	3.40%	4.57%	5.74%	%06.9	7.29%	7.05%	6.43%	5,30%	4.69%	4.61%	4.40%	4.40%	4.40%	4.40%
	4.72%	6.35%	3.33%	3.23%	4.61%	6.03%	6.75%	5.95%	5.41%	5.10%	4.81%	4.70%	4.70%	4.70%	4.70%	4 70%	4 70%
	3.27%	5.31%	4.62%	4.85%	3.50%	3.43%	4.61%	4.26%	3.97%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%
5	4.76%	6.16%	5.35%	2.15%	2.50%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3.12%	3,12%	3.12%	3.12%	3.12%
9	5.01%	6.16%	6.32%	7.62%	2.62%	2.62%	2.62%	2.62%	2 62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%	2.62%

Table C-5 (cont.). Officers 1995 RMC raise comparison (three-year transition)

9	ю :	ç	တ္သ	\$ 	S	8	8	5	8	8	\$		90	85	26	<u>~</u>	ድ	쯛	8	27	3	<u>ಇ</u>	8		تت. ون	- گ	3%	<u>%</u>	%	*	<u>چ</u>	%	<u>%</u>	~ %	
•	X	115	Ş	8	87	76	2	¥	4596	क्र	27,		Α,	120	5	\$	16	8	67	Š	474	38	2798		χ	4.2	4.23%	4.5	4.9	4.2	4.15	4	3.6	2.8	100
ć	\$. *	11533	10400	9593	8695	7636	6486	5415	4596	3483	2746		>26	11954	10783	9973	9065	2013	6758	5657	4764	3583	2798		>26	3.66%	3.69%	3.96%	4.25%	3.63%	4.19%	4.48%	3.65%	2.87%	1 000
;	×2×	11095	6966	9542	8641	7280	6486	5415	4596	3483	2746		>24	11628	10473	9896	8951	7654	6758	2657	4764	3583	2798		>24	4.80%	5.06%	3.40%	3.59%	5.14%	4.19%	4.48%	3.65%	2.87%	7000
;	>55	11033	3	8	9286	7233	6486	5415	4596	3483	2746		>25	1149€	10359	9758	8837	7556	6758	2657	4764	3583	2798		>25	4.22%	4.49%	2.83%	2.93%	4.47%	4.19%	4.48%	3.65%	2.87%	200
;	8	10970	88 20	9315	8531	9869	6335	5415	4596	3483	2746		8×	11367	10245	9587	8723	7354	6614	2657	4764	3 28 0	2798		8,	3.62%	3.91%	2.85%	2.25%	5.26%	4.41%	4.48%	3.65%	2.87%	200
;	<u>x</u>	10530	82 82 82 82 82 83 83 83 83 83 83 83 83 83 83 83 83 83	906 6	8476	68 88 88	6201	5415	4596	3483	2746		×18	11040	2884	9384	6098	7142	828	2657	4764	3583	2798		× 18	4.84%	4.81%	3.35%	1.57%	4.58%	4.48%	4.48%	3.65%	2.87%	7000
,	<u>م</u>	10461	9468	8823	8126	6576	€863 2063	5311	4596	3483	2746		>16	10896	0986	9160	8332	6871	6234	5555	4764	3583	2798		>16	4.16%	4.15%	3.82%	2.54%	4.49%	2,00%	4.59%	3.65%	2.87%	,000
;	414	10023	9 9 9	8288	7689	6081	5749	5159	4596	3483	2746		4 14	10571	9548	8928	8020	6524	6105	\$412	4764	3583	2798		4	5.47%	5.73%	4.30%	4.31%	7.29%	6.19%	4.89%	3.65%	2.87%	,000
•	×12	996	8976	8537	7453	5933	5525	2008	4518	3483	2746		×12	10441	83	8851	7812	6358	2900	2268	4688	3583	2796		>12	4.82%	5.11%	3.68%	4.82%	7.16%	6.77%	5.19%	3.77%	2.87%	7000
,	×10	8622	8738	8287	7398	5876	5341	4839	4369	3483	2746		<mark>ر</mark>	10167	9225	8641	5692	6236	5715	5115	4546	3583	2796		<u>ر</u>	5.66%	5.58%	4.27%	4.07%	6.18%	7.00%	571%	4.05%	2.87%	,000
•	%	9 2 60	8 683	8236	7.44	5819	5215	4652	4217	3483	2746		જ	10037	9112	8535	7482	6121	5561	4953	4402	3583	2798		ሟ	4.99%	4.94%	3.63%	4.73%	5.18%	6.63%	6.48%	4.40%	2.87%	1000
,	ጵ	9314	852)	7893	70 20 20	5762	5158	4484	4 063	3483	2746		ዊ	9812	8942	8276	7369	6001	5442	4743	4184	3583	2798	aise)	ሂ	5.34%	4.96%	4.86%	3.93%	4.16%	5.51%	5.78%	3.22%	2.87%	,000
•	X	9251	24 65	7842	6888	5705	5101	4368	3931	3410	2746		¥	3682	8828	8170	22.2	5883	5324	4560	4060	3486	2798	percent r	7	4.65%	4.29%	4.19%	4.23%	3.12%	4.37%	4.39%	3.28%	2.24%	200
•	ኧ	9189	8	730	6833	5648	5044	4310	3707	3317	2746		ሜ	9552	87.15	8063	2066	5764	5205	4440	38.73 27.85	23.75	2796	re to a 4.1	አ	3.95%	3.62%	3.50%	3.40%	2.05%	3.19%	3.02%	4.63%	1.87%	
_	<u>۸</u>	9189	8321	7700	6833	5426	4838	4128	3533	9000	2483		%	9552	8669	8016	7066	2559	2008	4256	3688	3158	2620	comparison (compare to a 4.1	ζ,	3.95%	4.17%	4.11%	3.40%	2.46%	3.52%	3.11%	4.40%	5.10%	200
1994 Proposed HMC Lable	7	8964	8159	7537	699	5143	4462	3735	3300	2822	2414	IMC Tarle	7	9337	8499	7851	6844	5323	4724	3963	3467	3050	25.43		7	4.16%	4.17%	4.17%	4.18%	3.49%	5.86%	%60.9	5.09%	5.88%	2
roposed F	⊽	8 364	8 55 59	7537	629	2086	4405	3678	3236	2814	2388	1995 Proposed RMC Tahle	7	9337	8499	7851	6844	5204	4605	3844 44	3334	284	2488	cell-by-cell	⊽	4.16%	4.17%	4.17%	4.18%	2.32%	4.53%	4.51%	3.05%	4.51%	1
200 7		9-10	ő	දී	6	ဖ ှ	95	j	క	0.5	5	1995 Pi		0.10	6-0	8	67	9	9	3	63	0.5	9	RMC:	W. 2 ·	95	60	ij	67	ဖ ိ	9-5	g	ပို	62	,

Table C-5 (cont.). Officers 1996 RMC raise comparison (three-year transition)

1985	Proposed	1995 Proposed RMC Table	9														
		•		•													
	▼ ;	7	×	ኧ	X.	ቑ	જ	×10	>12	>14	>16	>18	^20	222	754	35,	ac
5.0	9337	9337	9552	9652	9682	9812	10037	10167	10441	10571	10896	11040	11367	11498	11628	11054	1200
රී	8	8490 90	6998	8715	8828	8942	9112	9225	8	9548	9960	7	10245	10350	10479	10704	2007
දී	7851	7851	8016	80 83	8170	8276	8535	8641	8851	8958	9160	0384	0,597	9750	2 6	2 5	/600
<u>۵</u>	6844	6844	7066	9902	2173	7369	7482	9692	7812	8 8	9333	5 2	200	0 00	8 8	5786	300
g	25 25 25 25	5323	5559	5764	5883	000	6121	200	2000	220	2000	8 8	87/9	200	680	8	913
9	4605	4724	2008	5205	2324	2443	######################################	5746	8 8	4700	790	7142	5 5 5 7 7	900	4	8	8012
2	2044	3063	3364	44	4200	2445	900	0 / 0	0060	500	6294	6479	865	6758	6758	6758	6758
3 6	8 6	2302	4636	544	9	4743	4953	5115	2568	5412	5555	2657	2657	2657	2657	2657	5657
3 8	\$	346/	80	28.73 38.73	99	20.2	4402	4546	4688	4764	4764	4764	4764	4764	4764	4764	4764
3 6	X	3050	3158	88 87	3486	3583	3583	3583	3583	3583	3583	3583	3583	3583	3583	35.83	2502
<u>5</u>	2488	25. 25.	888	2798	2798	2798	2798	2798	2798	2798	2798	2798	2798	2798	2798	2798	27.08
7 386	pesodou	1996 Proposed RMC Table	•														}
	7	7	%	ሜ	¥	ዏ	જ	×10	>12	214	914	7	6	ç	7	Š	6
9	9719	9719	9921	9921	10124	10327	10530	10732	10935	11138	11341	73211	22.	777	* * *	8	87.
60	8847	8847	9024	9054	9201	9378	0555	0731	900	2 2	1000	#0C	99/11	7/61	121/6	0867	12584
80	8172	8172	8330	8330	BEOG	0.00		10/6	9 6	con.	10202	10459	2000	10815	10993	11171	11349
7	71.05	71.25	7307	3 8	3 5	700	8 6	3	0/16	8336	9503	898 898	9857	10025	10192	10359	10527
5 0	2 6	25.7	1007	5 5	/4//	165	7830	9008	8182	8329	8535	8732	8910	2087	9265	9443	8620
3 6	200	န္တန္	8	9	909	6247	6432	6617	6803	6869	7174	7463	7733	7886	9040	919	8348
۰ ک	018	96	5181	2367	222	5737	5921	9019	6290	6475	6099	6763	6889	7034	7034	7034	70.58
3 (5015	4200	4385	4571	4756	5013	2268	25	5537	5671	5805	2905	5905	5005	5005	5005	5 5
	3433	3641	3848	4056	4190	45 33 33	4583	4727	4861	4935	∴935	4935	4935	4035	40.05	70.05	200
<u>5</u>	3072	3.94	3316	88	3560	3682	3682	3682	3682	3682	3682	3682	3680	26.0	See case	26.00	200
9	2591	28.78	2762	2847	2847	2847	2847	2847	2847	2847	2847	2847	2847	2847	2847	2847	2847
RMC: 0	lleo-kq-lle:	companisc	RMC: cell-by-cell comparison (compare to a 4.)	re to a 4.1	percent ra	aise)										; 	;
	V	7	9	9	7	. 4	c		Ç	,	;	;					
	4 08%	4 08%		3 87%	4 57%	, ye	8 6	014	7,7	414	9 .	× 18	8×	×55	>24	×56	>28
	4 10%	4 10%		3.54%	20.4	5 P. 784	2 DE 0.	5.00% F 40%	4.7.478 n 0.090	8 8 8	4.08%	4.75%	3.53%	4.13%	47.8	3.56%	4.13%
	A 00%	4 00%		3 429	2 4 4		8 2	2.40%	5.02%	5.00	4.07%	4.72%	3.82%	4.40%	4.96% %	3.60%	4.14%
2 6	4 11%	4.00%		5 25 0	4.1.4 4.00,4	0,11,0	8.00°	4.20%	% 09.5	4.23%	3.74%	3.25%	2.81%	2.73%	3.31%	3.87%	4.43%
	2 6	2 6		8,500	4.10%	3.00%	4.65%	% 65 .5	4.74%	4.23%	2.44%	1.42%	2.14%	2.83%	3.51%	4.17%	4.81%
	0, 77.7 7 460/	5.4670	6.30%	\$ 65. \$ 65.	8,000	4.09%	2.09%	6.06%	7.00%	7.11%	4.40%	4.49%	5,15%	4.37%	5.04%	3.55%	4.19%
	2 2 4	8,000		60.0	6.63%	5.41%	6.48%	6.84%	6.61%	%90 [.] 9	4.99%	4.39%	4.31%	4.09%	4.09%	% 50 5	4.09%
	4.40%	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5		2.5	4.31%	5.68%	%96.9	5.62%	5.1.2	4.80% %	4.50%	4.39%	4.39%	4.39%	4.39%	4.39%	4 39%
	8.30	2.0.0	6 24 3	4.00 %	3.21%	3.13%	4.33%	3.97%	3.69%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%
	444%	5.77%	203%	1.74%	2.12%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2.78%	2 78%	2.78%	2.78%	2.78%	2 78%
Н	4.15%	5.24%	5.42%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1.76%	1 76%	1 76%	1 76%

Table C-6. Prior-service and warrant officers 1994 RMC raise comparison (three-year transition)

1983 C	1993 Current RMC Table	C Table															
	7	7	9	7	¥	48	3	5	×12	>14	>16	×18	8,	>25	>24	>26	>28
טני יי	, c	ζ ς	, c	? c	3947	3978	4080	4240	4394	4525	4525	4525	4525	4525	4525	4525	4525
	, c		, c	· c	3442	3493	3572	3706	3809	3886	3886	3886	3886	3886	3886	3886	3886
y C	0	0	0	0	8838	2972	3050	3128	3207	3313	3313	3313	3313	3313	3313	3313	3313
! }	1	•	, ,		•	•	((•	c	ć	ć	7604	AB 20	4830	8	8
¥-5	0	0	0	0	0	c	0	5	>	5	>	>	10	3	3		
*	3210	3210	3363	3363	3415	3520	98 98 98	3731	3915	4045	4148	4229	6330	88	3	1808) FOR
× 3	2927	2927	3083	3089	3115	3140	3295	3428	3507	3586	3662	3744	3820	3953	3953	45 56 56	960
× 2.3	26.25	2625	2762	2762	2814	2916	3023	3102	3181	3258	3339	3417	88	3597	3597	3507	3597
× ×	5208	2208	2413	2413	2546	2624	2702	2778	2860	2937	3016	3093	3093	3083	3083	3093	9083 2083
:		: !															
38	1994 Proposed HMC Table	AMC Table											;	4	,	•	(
	V	<u>~</u>	2,	ፚ	¥	ዏ	%	۰ د	<u>51</u>	>14	× 16	<u>√</u>	ģ	>25	>24	>56	>28
0 6-3 6-3	a	0	0	0	3982	4114	4268	4420	4569	4701	4742	4790	4790	4790	4790	82	4790
2 2	· C		. 0		3530	3602	3695	3825	3935	4026	4026	4026	4026	4026	40% 90%	402e	4 026
0 0	0	. 0	· c	· ၁	2904	3034	3126	3218	3310	3422	3422	3422	3422	3422	3422	3422	3422
	, ,	• •	•	•	•	4	<	c	c	c	c	c	4913	5052	505	5326	52.20
8-A	0	0	>	ɔ	>	>	> ;	> }) !	> 5	, ,	, ;	70.97	1000	7007	4000	4041
₹	3357	3380	3508	3531	3290	3700	88 ==	3922	4087	4216	4325	3 :	45.5	100	8	3 5	,
W-3	3023	3046	3180	3203	3244	3295	3436	3563	3651	3740	3827	3925	4033	88	£1.4	42/3	2
×.5	2715	2738	2855	2878	2937	3038	3143	3227	3312	3396	3482	3573	3658	3760	3790	3790	3790
× ×	2301	2323	2488	2511	9292	2738	2820	2901	9862	3068	3151	3239	3239	3239	3239	3239	3239
RMC	cell-by-cell	RMC: cell-by-cell comparison (compare to a 4.3 percer	вош∞) ис	re to a 4.3	percent re	aise)							,	:	;	;	
_	٧	7	%	ሜ	¥	ዏ	ሟ	5	>12	>14	×16	× 9	8 R	>55	>24	8	82×
OE-3	Ϋ́	N/A	ΥX	K/X	3.49%	3.42%	4.59%	4.24%	3.96%	3.89%	4.81%	5.87%	5.87%	2.87%	5.878 8	2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00	200
OF.2	X/X	∀ X	A/A	¥	2.54%	3.14%	3.45%	3.23%	3.31%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%	3.61%
OE-1	N/A	N/A	4 /2	N/A	2.32%	2.09%	2.51%	2.88%	3.23%	3.29%	3.29%	3.29%	3.29%	3.29%	3.29%	3 29%	3.28%
3	474	W/W	Ą	A/N	4 /2	Α/X	Ø/X	¥ Z	A/S	¥?	N/A	A'X	4.68%	4 60%	5.50%	4.46%	5.31%
	/ YOU T	7000	A 32%	4 00 A	2,00	5 12%	5 11%	5.12%	4.41%	4.22%	4.27%	4.65%	4.70%	4.71%	5.56%	4.39%	\$ 20%
3	9000	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	2 26.0	70%	4 5 4 7 %	4 94%	8,8	30.00	4 12%	4.31%	4.51%	4.82%	4.74%	4 69%	5.56%	5.49%	6 33%
2 3	0.41.0	2 2	306.6	A 21%	4.36%	4 18%	8	80.0	4.13%	4.24%	4.29%	4.58%	4.67%	4.52%	5.37%	5.37%	537%
7-4	2 40 4	8 20 4	200.0	406.8	3 14%	4 32%	4 36%	4.41%	4.41%	4 46%	4.47%	4.74%	4.74%	4 74%	4 74%	4 74%	4.74%
	9/0)	2.5.2															

Table C-6 (cont.). Prior-service and warrant officers 1995 RMC raise comparison (three-year transition)

<u>1</u>	pesodouc	1994 Proposed RMC Table															
	⊽	7	%	જ	Ą	ç	9	9	5	3	4	7	8	8	?	;	;
S. C.	c	c	· c	<u>}</u>	6	? ;	? }	2 5	214	#14	<u>o</u> :	2 2	2.4	>22	>24	>56	×28
, y	• <	•	> <	> <	2000	41.14	8	3	4569	4/01	4742	4790 80	4790	4790	4790	4790	4790
֓֞֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓	> <	o (> (> •	9898	3602	3696	3825	3935	4026	4026	4026	4026	4026	4026	4026	4026
Š	>	5	0	0	20 20 20 20 20 20 20 20 20 20 20 20 20 2	80 87	3126	3218	3310	3422	3422	3422	3422	3422	3422	3422	3422
W-5	0	c	c	c	c	c	•	•	4	•	,	,					
3	7367	> 6	٠ <u>ز</u>	5	> }	> {	>	5	0	0	0	0	4913	5052	50 50 50 50	23 26	S 88
	1000	3380	9	3531	3590	3700	861	3922	4087	4216	4325	4426	4534	4647	4684	4903	1707
? X	3053	3046	3180	3203	3244	3295	3436	3563	3651	3740	3827	3925	4033	4136	4173	42.70	4213
<u>₩</u> -2	2715	2738	2822	2878	2937	3038	3143	3227	3312	3386	3482	3673	35	3750	202	9750	2 6
÷ *	2301	2323	2488	251	2626	2738	2820	2901	2986	3068	3151	3239	3239	3236	3239	3236	3536
1995 P	roposed i	1995 Proposed RMC Table	_														
	v	7		7	7	4	9	5	Ç		Ş	;	;	;			
00.3	c			} <	;	? ;	₹ !	2 !	714	4	0 <	A 138	×50	>22	>24	×26	83×
ָ ֪ ֪	.	5 (5	>	4112	4246	4455	4599	4741	4874	4960	50 50 50	20 20 20	2060	20 20 20	2060	909
2 0	> •	0	0	0	98 1	3707	3814	3940	4057	4162	4162	4162	4162	4162	4162	4162	4162
<u>.</u>	0	0	0	0	2963	3089	3196	3303	3409	3526	3526	3526	3526	3526	3526	3526	3526
W-5	0	c	c	c	¢	•	•	•	•	•	•	,					
3	7036	a d	2 00	2 6		>	>	ָׁ כ	5	5	0	0	5133	5273	536£	5552	\$5.43 6.43
;	3 3	1000	3	3 5	8	3885	38 38 38 38	4115	4260	4385	4500	4622	4737	4855	4934	5107	5187
?	0 1	3162	3568	33.5	337	3451	357	969E	3795	3 88	3665	4106	4215	4323	4395	4503	4575
¥-2	2803	2850	2946	2983	3029	3158	3260	3351	3442	3533	3625	3729	3820	3921	3984	20.00	3084
<u>×</u>	2391	2438	2559	2606	2701	2849	2336	3022	3110	3197	3284	3384	3384	3384	3384	3384	388
RMC: c	ell-by-cell	RMC: cell-by-cell comparison (compare to a 4.1 percent	ы (сотра	re to a 4.1	_	aise)											
	⊽	7	<u>۲</u>	ሟ			97	×10	×12	>14	4	a 7	8	,	3	ć	5
8	K/X	N/A	Z/A	NA	3.28%		4.39%	80.8%	377%	3 69%	4 60%	F 639	£ £3%	76.6	, C E 2 E	200	200
0E-2	ΚX	ΑX	ΚX	N/A	2.30%		3.22%	3.01%	3.08%	339%	3000	300	2000	300	200	2 2	2 8
.	N/A	N/A	₹X	W W	2.04%	1.81%	2.24%	2.63%	2.98%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.06%
W-5	A/A	N/A	N/	N/A	N/A	N/A	X X	N/A	Ą	X X	A/A	X,	4 47%	28%	5274	4 24%	Š
	4.37%		4.12%	4.79%	4.91%	4.92%	4.91%	4.91%	4 21%	402%	4 06%	4 43%	4 40%	4 40%	200	2 7	R 200
	3.06%		2.75%	3.49%	3.83%	4.73%	%60.4	3.74%	3 83%	4 10%	A 30%	4.61%	4 53%	4 4794	200	2 3	R 200
	3.24%		3.18%	4.00%	4.16%	3.97%	3.73%	3.84%	3.92%	840.	4 09%	8.36%	4.45%	4 30 K	5 13 k	5 5 5 Y	8 70.0
	3.93%		2.85%	3.80%	2.87%	4 06%	4 11%	4 17%	4 16%	421%	4 2294	7 700	707	2 6	2 4	2 6	6 .
		H								2	2	2	4.40 %	4.40%	4.67%	488	4.48%

Table C-6 (cont.). Prior-service and warrant officers 1996 RMC raise comparison (three-year transition)

	X		*	c ń	%	510	>12	41 <	4	×18	×20	>22	>24	>26	>28
0 4112 4246	4112		4246		4455	4599	4741	4874	4960	2060	2060	2060	2060	20 20 20 20 20 20 20 20 20 20 20 20 20 2	9 9 9
3611	3611		3707		3814	3940	4057	4162	4162	4162	4162	4162	4162	4162	4162
	2963		3088		3196	3303	3409	3526	3526	3526	3526	3526	3526	3526	3526
	o		0		0	0	0	0	0	0	5133	5273	5364	5552	5643
3766	3766		3882	•	3998	4115	4260	4385	4500	4622	4737	4855	4934	5107	5187
3315 3371 3451	3371		3451		3577	9696	3795	3894	3992	4106	4215	4323	4395	4503	4575
3059	3059		3158		3260	3351	3442	3833	3625	3729	3820	3921	3984	3984	3984
2701	2701		2849		2936	3022	3110	3197	3284	3384	3384	3384	3384	3384	3384 44
	7		ģ		%	5	>12	>14	>16	×18	8	> 55	>24	×56	×28
4244	4244		4379		4647	4781	4916	5050	5184	5339	5339	5339	5339	2339	5339
	3690		3812		3934	4056	4178	4300	4300	4300	4300	4300	4300	4300	4300
0 3020 3142	3020		3142		3264	3386	3508	3630	3630	3630	3630	3630	3630	3630	3630
0	0		0		0	0	0	0	0	0	5357	\$498	5641	5782	5924
3874 3947 4069	3947		4069		4191	4313	4435	4557	4679	4822	4945	6905	5192	5315	2438
3501	3501		3611		3721	3831	3941	4050	4161	4291	4402	4513	4624	4735	4846
3184	3184		3282		3380	3477	3575	3673	3770	3888	3987	4086	4185	4185	4185
2776	2776		2963		3054	3146	3237	3329	%	3532	3532	3532	3532	3532	3532
RMC: cell-by-cell comparison (compare to a 4.1 percent raise)			ise)												
λ Χ			ጵ		જ	5	>12	×14	>16	×18	×20	>25	>24	>56	88,
3.22%	3.22%		3.13%		4.32%	3.97%	3.69%	3.61%	4.52%	5.51%	5.51%	5.51%	5.51%	5.51%	5.51%
2.19%	2.19%		2.82%	_	3,15%	2.93%	3.00%	3.30%	3.30%	3.30%	3.30%	3.30%	3.30%	330%	3.30%
N/A 1.94% 1.70%	1.94%	Н	1.70%		2.12%	2.53%	2.91%	2.95%	2.95%	2.95%	2.95%	2.95%	2.85%	2.95%	2.95%
N/A N/A	Z/A		Υ Z		Ą)	ď Ž	N/A	A/A	N/A	Ą Ż	4.37%	4.29%	5.17%	4.15%	4.98%
4.82% 4	4.82%	•	4.83%	. 0	4.83%	4.82%	4.13%	3.93%	3.98%	4.34%	4.39%	4.39%	5.23%	4.06%	4.85%
3.86%	3.86%	Ī	4.65	86	4.02%	3.65%	3.85%	4.03%	4.23%	4.51%	4.42%	4.38%	5.21%	5 14%	5.93%
• •	4.09%	• •	3.91	8	3.67%	3.76%	3.85%	3.95%	4.01%	4.26%	4.36%	4.20%	5.03%	5 03%	5.03%
,				:		,004	, ,	, ,	, ,	/000	/00C Y	7000 Y	7000 Y	700c Y	786